



DAYSPRING TRUST

Venerable Bede CE Academy

Accessibility plan

Ratified by: Board of Directors

Reviewed: September 2018

Next review due: September 2021

The Dayspring Trust aims to serve its community by providing an education of the highest quality within the context of Christian faith and practice. It encourages an understanding of the meaning and significance of faith, and promotes Christian values through the experience it offers to all its pupils. We believe that our Christian values spring from the two great commandments, 'Love God and love your neighbour'. We seek to live this out through the power of the Holy Spirit. St Paul reminds us in Galatians 5.22-23 that the fruit of the Spirit is "Love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control". These are also underpinned by the Old Testament injunction to "Do justly, love mercy and walk humbly with our God" Micah 6.8. These values rooted in the Christian Faith come as a package and we aim to embed them in the life of our academies in a worked out way. We recognise that at times we may highlight particular values to bring them into greater prominence within our academies and these are currently the five values of Forgiveness, Hope, Joy, Perseverance and Wisdom. We believe these values to be in accordance with British values springing from our Judeo-Christian roots. Collective worship will play a major and vital part in assisting with this process of embedding these values in the life of our academies.

The Multi Academy Trust Members and Directors are aware of their responsibilities in law and are committed to the provision of an excellent education within its academies in accordance with our Anglican foundation. This is embraced in our Dayspring Trust vision statement:

- **Forge a supportive and challenging family of academies**
- **Provide excellent education within a strong Christian community**
- **Resource our pupils for wise and generous living**

In addition, each academy also has its own distinctive mission statement, flowing out from the vision statement of the Dayspring Trust.

At Ian Ramsey CE Academy:

"Together to learn, to grow, to serve."

This is embodied in scripture:

'Each of you should use whatever gifts you have received to serve others, as faithful stewards of God's grace in various forms.' 1. Peter 4.10

At Venerable Bede CE Academy:

"Soar to the heights together"

This is embodied in scripture:

'But those who hope in the Lord will renew their strength. They will soar on wings like eagles; they will run and not grow weary, they will walk and not be faint.' Isaiah 40:31

This policy has been developed to take into consideration our ethos as well as local and national policy and guidance.

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1. Aims

Schools are required under the Equality Act 2010 to have an accessibility plan. The purpose of the plan is to:

- Increase the extent to which pupils with disabilities can participate in the curriculum and extra-curricular activities
- Improve the physical environment of the school to enable pupils with disabilities to take better advantage of the education, benefits, facilities and services provided
- Improve the availability of accessible information to pupils with disabilities

Our trust - and each academy within it - aims to treat all of its pupils fairly and with respect. This involves providing access and opportunities for all pupils without discrimination of any kind.

The academy will not treat pupils with disabilities less favourably than other pupils.

We will make reasonable adjustments for pupils with disabilities, so they are not at a substantial disadvantage and we will plan to increase access to education for each one.

The plan will be made available online on the school website, and paper copies are available upon request.

Our school is also committed to ensuring staff are trained in equality issues with reference to the Equality Act 2010, including understanding disability issues.

The school supports any available partnerships to develop and implement the plan, including within the trust, the Local Authority, the diocese and other networks.

The academy's complaints policy covers the accessibility plan. If you have any concerns relating to accessibility in school, this procedure sets out the process for raising these concerns.

We aim to include a range of stakeholders in the development of this accessibility plan, including where appropriate, pupils, parents, staff, academy council members, directors and professional stakeholders.

2. Legislation and guidance

This document meets the requirements of [schedule 10 of the Equality Act 2010](#) and the Department for Education (DfE) [guidance for schools on the Equality Act 2010](#).

The Equality Act 2010 defines an individual as disabled if he or she has a physical or mental impairment that has a 'substantial' and 'long-term' adverse effect on his or her ability to undertake normal day to day activities.

Under the [Special Educational Needs and Disability \(SEND\) Code of Practice](#), 'long-term' is defined as 'a year or more' and 'substantial' is defined as 'more than minor or trivial'. The definition includes sensory impairments, such as those affecting sight or hearing, and long-term health conditions, such as asthma, diabetes, epilepsy and cancer.

Schools are required to make 'reasonable adjustments' for pupils with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a disabled pupil faces in comparison with non-disabled pupils. This can include, for example, the provision of an auxiliary aid or adjustments to premises.

This policy complies with our funding agreement and articles of association.

3. Action plan

This action plan sets out the aims of our accessibility plan in accordance with the Equality Act 2010.

Aim 1 - To improve the physical environment of the academy				
Task/Target	Actions	Timescale	Responsibility	Success Criteria
Improve physical accessibility of academy	Ensure ramps and elevators used by disabled pupils are well maintained and training for the use thereof is given	On-going	Site staff	Ease of access for SEND pupils
	Ensure door closes/mechanisms are set to delay action to ensure access for wheelchair users	On-going	Site staff	Door closes operational
	Ensure signage is fit for purpose and identifies hazards for wheelchair users	On-going	Operations Manager/site staff	Signs produced and displayed
	Ensure accessible parking bays are marked out and well maintained	On-going	Site staff	Ease of access
	Ensure access to accessible toilets for those requiring such access	With immediate effect	Operations Manager/site staff	Ease of access
Ensure that all pupils with a disability are included in school life	Create access plans for individual pupils as and where necessary	With immediate effect and to be reviewed on a regular basis	SENDCO	Range of needs met and all pupils are included in school life
Ensure that the medical needs of all pupils are met fully within the academy's capability	Liaise with parents/external agencies to ensure all medical needs are known and documented	With immediate effect and then regularly reviewed	SENDCO/First Aid staff/ Medications Co-ordinator	Range of needs met within the academy's capability

Aim 2 - To increase access to the curriculum for pupils with a disability				
Task/Target	Actions	Timescale	Responsibility	Success Criteria
Optimum deployment of Teaching Assistants / Learning Support Assistants	Regularly review deployment of TAs /LSAs considering individual pupil needs where appropriate, widen LSA skills and training	On-going	SENDCO	Support for pupil identified and in place
Ensure pupils with a disability can access the whole curriculum, including extra-curricular activities	Liaise with feeder primaries to identify pupils who may need additional resources and/or support	During transition process	SENDCO/AHT/Pastoral Team	Support plan produced/EHCP reviewed
	Offer a differentiated curriculum where appropriate	On-going	DHT Curriculum / SENDCO/Teaching staff/Pastoral Team	Learning walks/observations
	Use of ICT equipment where necessary	When required	SENDCO	Range of needs met within academy capacity
	Access to additional practical aids	When required	SENDCO	Range of needs met within academy capacity

	Access to counselling when required	When required	SENDCO	Range of needs met
	Provision of in class support such as appropriate font size, overlays etc.	On-going	SENDCO/SEND team	Pupils have improved access to written information
	Technology to support learning, eg e-readers, laptops with specific keyboards	Ongoing depending on needs of identified pupils	IT Manager and SENDCo	Technology increases access to curriculum and impacts on learning
Ensure parent and pupil voice is documented	Establish close links with parent/pupil at transition and beyond	During transition process	SENDCO	Open communication channels
	Document additional needs via a Care Plan and review regularly	Immediate effect	SENDCO/SEN admin	Care Plan in place
Liaise with outside agencies for pupils with additional needs	Collaborate with all key personnel to share relevant information about pupil needs	On-going	SENDCO/HOY AHT/DHT	Regular review meetings
To promote the involvement of pupils with SEND in all lessons - and ensure at least expected progress is made	Create positive images of disability within the academy	On-going	Whole academy approach	Pupils included in the school community
	To review all attainment progress of all SEND pupils	At each data capture	DH Data/SENDCO/Pastoral team	Pupils making appropriate progress
	To report to Directors on regular basis of the progress and successes of SEND pupils	Termly	EHT/SENDCO/Link Director	Directors fully informed about SEN provision and progress

4. Monitoring arrangements

This document will be reviewed every **3** years, but may be reviewed and updated more frequently if necessary.

It will be approved by the Executive Headteacher.

5. Links with other Dayspring Trust policies

This accessibility plan is linked to the following policies and documents:

- Risk assessment policy
- Health and safety policy
- Equality information and objectives (public sector equality duty) statement for publication
- Special educational needs and disability (SEND) information report
- Supporting pupils with medical conditions policy