



MAT Policy updated:	2016	2018
Review Frequency:	Every 3 years	
Next review date:	2018	2021

This Accessibility Policy and Plan are drawn up in compliance with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010. Greenways Primary Academy Governors are accountable for ensuring the implementation, review and reporting on progress of the Accessibility Plan over a prescribed period.

1. We are committed to providing an accessible environment which values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.

2. Greenways Primary Academy plans, over time, to ensure the accessibility of provision for all pupils, staff and visitors to the Greenways Primary Academy.

3. An Accessibility Plan will be drawn up to cover a three year period. The plan will be updated annually.

4. The Accessibility Plan will contain relevant actions to:

- Improve access to the **physical environment** of the Greenways Primary Academy, adding specialist facilities as necessary. This covers reasonable adjustments to the physical environment of the Greenways Primary Academy and physical aids to access education.
- Increase access to the **curriculum** for pupils with a disability, expanding and making reasonable adjustments to the curriculum as necessary to ensure that pupils with a disability are as, equally, prepared for life as are the able-bodied pupils; (If a Greenways Primary Academy fails to do this they are in breach of the DDA). This covers teaching and learning and the wider curriculum of the Greenways Primary Academy such as participation in after-Greenways Primary Academy clubs, leisure and cultural activities or Greenways Primary Academy visits. It also covers the provision of specialist **aids and equipment**, which may assist these pupils in accessing the curriculum.
- Improve and make reasonable adjustments to the delivery of **written information** to pupils, staff, parents and visitors with disabilities. Examples might include hand-outs, timetables, textbooks and information about the Greenways Primary Academy and Greenways Primary Academy events. The information should be made available in various preferred formats within a reasonable time frame.

5. The Action Plan for physical accessibility relates to the Access Audit of the Greenways Primary Academy, which is undertaken regularly. It may not be feasible to undertake some of the works during the life of this first Accessibility Plan and therefore some items will roll forward into subsequent plans. The audit will need to be revisited prior to the end of each first three-year plan period in order to inform the development of the new Plan for the following period.

6. The Plan will be monitored through the Premises Committees of the Governors.

7. We acknowledge that there is a need for on-going awareness raising and training for staff and governors in the matter of disability discrimination and the need to inform attitudes on this matter.

1. Access to Information including planning to make written information available to pupils and their parents, taking account of pupils' disabilities and pupils' and parents' preferred formats		
Targets	Strategies	Outcomes
All communication to be available to all stakeholders in a format that they are able to access. Upon notification communication to be available in large print, braille, audiotape, provision orally through speaking or sign language, or through a recognised symbol system, alternative languages, electronically	Communication to be amended to alternative formats as necessary	all stakeholders able to access information in their preferred format

2. Access to the Physical Environment including physical aids to access education		
Targets	Strategies	Outcomes
To address access improvements as identified; in addition any other areas identified to identify necessary physical aids to enable children to access education in the classroom	Review the Greenways Primary Academies access audit - plan using devolved capital Purchase physical aids as required the take into consideration the points identified on the DDA questionnaires	The Greenways Primary Academies premises are altered to ensure that all stakeholders have access. Physical aids are available to all children as necessary to access the curriculum

	Targets	Strategies	Outcomes	Timeframe
Short-Term	To ensure that in Greenways Primary Academy <u>all</u> staff are aware of the commitment to fulfilling the specific focus upon Access to the Curriculum. To ensure teaching and learning is accessible through classroom organisation and support, especially deployment of staff, and timetabling common curriculum options.	Review of the Greenways Primary Academies Accessibility Policy .Discussion of resulting implications with reference to existing roles and responsibilities e.g. Subject Managers - Necessary changes to existing documentation such as policies. Deployment of Classroom Practitioners to support relevant pupils Homework provision in a preferred format.	Staff are able throughout Greenways Primary Academy year to consider and adapt areas of the curriculum as necessary to ensure we fulfil the requirements of 'The Disability Discrimination Act'. All pupils are supported as necessary.	Staff to make changes to the curriculum through the year as necessary. Deployment of teaching assistants to support teaching and learning.
Medium-Term	To ensure that the Greenways Primary Academies CPD programme provides all staff with detailed and updated information of any developments within the area of Inclusion.	Head teacher to identify training needs through use of information gained during the Performance Management Interview and in response to the SDP.	All Staff have an appropriate level of knowledge and skill which will enable them to carry out their role effectively.	training as necessary
Long-Term	All Greenways Primary Academy documentation will support Access to the Curriculum.	Subject Managers to amend policies appropriately when reviewing policies as part of the annual process detailed in the SDP.	All Greenways Primary Academy documentation will ensure that 'Equality For Pupils' is included.	Changes to policies complete