



Accessibility Plan

Procedure Originator:	ASM
Approved By:	MBO
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Audience:	All stakeholders

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1. Aims

The Equality Act 2010 requires schools to have an accessibility plan.

The purpose of the plan is to:

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

The Orme Academy aims to treat all its students fairly and with respect. This involves providing access and opportunities for all students without discrimination of any kind.

Empowering learners for life, our vision statement at The Orme Academy underpins all that we do to make this an inclusive community. We believe that all students, including those identified as having a special educational need, have a common entitlement to a broad and balanced academic and social curriculum which is accessible to them, and they should be fully included in all aspects of school life. We believe that all students should be equally valued in school. We strive to develop an environment where all students can learn, participate and achieve the best possible outcomes and feel safe. This does not mean that we treat all students in the same way, but that we will respond to students in ways which consider their varied life experiences and needs. The plan will be made available online on the school website, and paper copies are available upon request.

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

The Orme Academy is part of the Shaw Education Trust. The values of the Shaw Education Trust can be found on the school website at <https://www.theormeacademy.org.uk>

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

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 student with disability faces in comparison with non-disabled students. This can include, for example, the provision of an auxiliary aid or adjustments to premises.

3. 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 Academy Council.

4. Links with other 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 (SEN) information report
- Supporting pupils with medical conditions policy

5. Action plan

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

Aim	Current good practice	Objectives	Actions to be taken	Person responsible	Date	Success criteria
<p>Increase access to the curriculum for pupils with a disability</p>	<p>The Academy always collects accurate and up-to-date data on the demographic of the population with disabilities (student and staff) throughout the year. Students with disabilities have individualized management/support plans as appropriate. (e.g Education Health and Care Plans, EHCPs, Individual Health and Care Plans, IHCPs to support students with medical conditions etc.). An annual curriculum review also takes place to ensure the curriculum is fit for purpose for all students within the Academy.</p> <p>Students across the Key Stages have an appropriate, differentiated and personalised curriculum to fit their needs. Within their teaching teams, Heads of Department monitor students' progress, linked to a member of SLT, student data is analysed on an individual</p>	<p>To ensure the curriculum intent is having impact on students with disabilities.</p>	<p>To increase the use of student consultations for students with disabilities.</p> <p>To review the curriculum of students with disabilities to ensure they receive a broad and balanced curriculum that includes practical subjects unless specified via other agencies / professionals.</p> <p>To further develop the pastoral tracking of students with disabilities; including attendance, behaviour and exclusions).</p>	<p>MBO / CWO</p> <p>CLA / CWO</p> <p>CLA / LDO</p>	<p>July 2021</p> <p>July 2021</p> <p>July 2021</p>	<p>Curriculum model approved for 2022-22 and learners engaged on appropriate learning pathways.</p>

	<p>student level. Every child's progress is important the success of school, the data is used by Heads of Year and Senior Leaders analysing Risk Registers to further promote equality of access.</p> <p>To monitor students' progress within their year group and discuss appropriate plans of support with Heads of Department where necessary. There are guided choices for Y9 with students choosing KS4 courses. This includes discussions with students, parents, Heads of Department and SENCo, if necessary. At KS4, the curriculum is increasingly personalised: students choose four options in addition to English, Mathematics, Science, PE and PSHE. The option plan increases our student's chances of achieving Progress 8 however students are not forced to choose subjects that do not interest them. Through whole school data and SEN specialist testing, students are identified for Access if there is an identified barrier to their future success. The Learning Support Team (based in LS1 and LS2) supports students further (usually with short term interventions), to access the curriculum if required.</p>		<p>To ensure professionals are consulted wherever possible when designing management plans for students with disabilities.</p>	<p>CLA / CLE</p>	<p>Ongoing</p>	
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<p>Improve and maintain access to the physical environment</p>	<p>We have students at the Academy who are wheelchair users and they move around the site well. Each building has a flat entrance into the building, collapsible ramps are available in the classrooms where there is a step up in the entrance. We have lift access to the first floor in both teaching blocks. There are 2 designated accessible toilets. The Academy has disabled parking spaces in the front carpark. The environment is adapted to the needs of students as required.</p>	<p>Continue to improve the site to ensure students with disabilities can access the entire site with ease</p>	<p>Continue to liaise with OT services to ensure specialist equipment is purchased for students with disabilities. Complete an audit of the Academies 'specialist' rooms to ensure reasonable adjustments are made to ensure those with disabilities can access the physical environment.</p> <ul style="list-style-type: none"> - DT rooms -Food room -Sportshall and Gym -Science Laboratories 	<p>CLA / RDU</p>	<p>Ongoing</p>	<p>Site remains compliant. Audit completed.</p> <p>Records demonstrate consultations as required.</p>
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<p>Improve the delivery of information to students with a disability</p>	<p>The Academy building has been modified to support a visually impaired student</p> <p>The Academy seeks support from outside agencies to provide information in appropriate language and print for students or parents who have difficulty with standard forms of printed information. The Academy will make information for parents available in a range of different formats, should the need arise, and be aware of font size and legibility when producing written information. The Academy will, if the need arises, aim to provide translation or interpreter services.</p>	<p>Continue to access support from the Visually Impaired Service.</p> <p>To ensure continues to evaluate how to provides information for students and parents with disabilities.</p>	<p>To involve parents and students with disabilities in consultations to ensure we are aiming to continually improve how information is shared.</p>	<p>CLA / CLE</p>	<p>Ongoing</p>	
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Appendix 1: Accessibility audit

Feature	Description	Actions to be taken	Person responsible	Completion date
Number of Floors				
Corridor access				
Lifts				
Parking bays				
Entrances				
Ramps				
Toilets				

Reception area				
Internal signage				
Emergency escape routes				