Leesland C of E Federation

Accessibility Plan

"Two Schools, One Vision"

Approval By:	Full Governing Body
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Last Reviewed:	November 2021
Next Review Due:	Autumn 2024

Review Approved (signature): CHAIR OF GOVERNORS

EXECUTIVE HEADTEACHER

Date Approved: 16th November 2021

Introduction:

This plan is drawn up in accordance with the planning duty in the Disability Discrimination Act 1995, as amended by the SEN and Disability Act 2001 (SENDA). It draws on the guidance set out in "Accessible Schools: Planning to increase access to schools for disabled pupils", issued by DfES in July 2002.

The Equality Act 2010 came into force on 1 October 2010 providing a modern, single legal framework, and a clearer, more streamlined law that will be more effective at tackling disadvantage and discrimination.

Protected characteristics definitions

There are nine characteristics protected under the Equality Act 2010. They are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

These are the definitions given on the Equality and Human Rights Commission website:

Age
A person belonging to a particular age (for example 28 year olds) or range of ages (for example 18 to 30 year olds).

Disability

A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment
The process of transitioning from one gender to another.

Marriage and civil partnership
Marriage is a union between a man and a woman or between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

Pregnancy and maternity
Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race
Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief
Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex
A man or a woman.

Sexual orientation
Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

The three aims of the Equality Duty are:-

- **eliminate unlawful discrimination**, harassment and victimisation and any other conduct prohibited by the Act;
- **advance equality of opportunity** between people who share a protected characteristic and people who do not share it; and
- **foster good relations** between people who share a protected characteristic and people who do not share it.

This means that Leesland C of E Federation must have due regard to the 3 main aims of the Equality Duty in the course of day to day responsibilities within our schools and especially when any important decisions need to be made, implications under the Equality Act 2010 must be considered.

Definition of Disability
Disability is defined by the Disability Discrimination Act 1995 (DDA) and the Equality Act 2010:

“A person has a disability if he or she has a physical (including sensory) or mental (including LD and mental illness) impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day to day activities.”

Key Objective
To reduce and, where possible, eliminate barriers to accessing the curriculum and to full participation in Leesland C of E Federation community for pupils, and prospective pupils, with a disability.

Principles
Compliance with the DDA and Equality Act 2010 is consistent with Leesland C of E Federation aims and Equality Policy, and the operation of the SEN policy.
The Schools recognises its duty under the Acts:

- not to discriminate against disabled pupils in their admissions and exclusions, and provision of education and associated services
- not to treat disabled pupils less favourably
- to take reasonable steps to avoid putting disabled pupils at a substantial disadvantage
- to publish an accessibility plan.

Leesland C of E Federation recognises and values parents' knowledge of their child's disability and its effect on his/her ability to carry out normal activities, and respects the parents' and child's right to confidentiality.

Leesland C of E Federation provides all pupils with a broad and balanced curriculum, adjusted to meet the needs of individual pupils whilst maintaining high expectations and challenge;

- setting suitable learning challenges
- responding to pupils' diverse learning needs
- overcoming potential barriers to learning and assessment for individuals and groups of pupils

Education and related activities
Leesland C of E Federation will continue to seek and follow Local Authority guidance, including that of Hampshire Inspection and Advisory Service (HIAS), the Health and Safety team and Hampshire Outdoor. The online system, Evolve, can be accessed by all teachers for up to date local and national policy and procedure involving PE, sport and offsite activities. External agencies will also be consulted for specific pupils and groups of pupils. These include the School Nursing team and appropriate health professionals from the local NHS Trusts.

Physical environment
Leesland C of E Federation will take account of the needs of staff, pupils and visitors with physical difficulties and sensory impairments when planning and undertaking future improvements and refurbishments of the site and premises, such as improved access, lighting, acoustic treatment and colour schemes, and more accessible facilities and fittings.
In order to improve our provision, we will:

- Listen to pupils to find out what constitutes a barrier for them.
- Draw on parent/carers’ expertise to gain insights into what has worked well at home or in other settings.

Provision of information
Leesland C of E Federation will make itself aware of local services, including those provided through the LA, for providing information in alternative formats when required or requested. We will work collaboratively and creatively with other agencies, school partners and stakeholders to identify ways of removing barriers and regularly review our provision.

Accessibility Register
The Head Teacher Team will hold confidential accessibility information of all school users with disabilities, their individual needs and what provision has been made. The information will be held within the schools' MIS system for staff and CPOMs for pupils. This will be updated and provisions reviewed on arrival of regular school users with accessibility needs, or when the needs of existing users change

We will provide training for staff on supporting children with special needs and disabilities as necessary.