

Document Title	Accessibility Plan – Maltby Lilly Hall Academy
Author/Owner (Name and Title)	Principal at Maltby Lilly Hall Academy
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Policy Category (Please Indicate)	1	Trust/Academies to use without amendment
	2	Academy specific appendices
	3	Academy personalisation required (in highlighted fields)

Summary of Changes from Previous Version

Version	Date	Author	Note/Summary of Revisions
V1	July 26	Exec	New policy

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

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

At Maltby Lilly Hall Academy our vision is to deliver exceptional learning experiences that enable all young people to thrive in a competitive world and lead successful and fulfilling lives.

We are committed to ensuring all young people and adults are fully invested in learning through the inspirational teaching of an inspiring, knowledge rich curriculum which secures excellent outcomes and positive progression routes for all (no one left behind).

We believe that providing the right support for your child is fundamental in enabling them to make the progress required to leave school with first-rate qualifications and become independent, successful young people regardless of their SEND need. Accessibility is not solely the responsibility of the SENDCo; it is a whole-school leadership priority supported by senior leaders, governors and the Trust.

We aim to ensure all children are able to access the curriculum and fulfil their potential. We undertake the steps outlined in this Action Plan to ensure:

- All students have access to the school curriculum and school activities.
- Students are supported to achieve their full potential despite any difficulty or disability they may have.
- Staff are aware of students' individual needs and teach in a way that is appropriate for them.
- Opportunities are provided for students to develop confidence, self-esteem and resilience.
- We work in partnership with parents/carers, students and external agencies.
- Provision is made for children with Special Educational Needs and Disabilities to fully develop their abilities, interests and talents.
- Special Educational Needs are identified at the earliest opportunity to ensure early intervention and support.
- All children with Special Educational Needs and Disabilities are fully included in all aspects of school life.
- Appropriate staff regularly review policies and practice in order to achieve the best outcomes for all our students.

This Accessibility Plan will be made available online on the Academy website, and paper copies are available on request.

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

The Academy supports any available partnerships to develop and implement the plan. This includes taking guidance from [Rotherham MBC's Schools accessibility strategy and their vision;](#)

'For our children and young people with SEN and Disabilities is the same as for all our children and young people; that they be safe, happy, healthy, confident and successful, contributing to a thriving, inclusive community that is welcoming to all'.

Our Academy complaints procedure covers the Accessibility Plan. If you have any concerns relating to accessibility in the Academy, the complaints procedure sets out the process for raising these concerns.

We have included a range of stakeholders in the development of this Accessibility Plan, including school staff, students, parents/carers and governors.

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 they have a physical or mental impairment that has a 'substantial' and 'long-term' adverse effect on their 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 students with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a student with disabilities faces in comparison with a student without disabilities. 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	CURRENT GOOD PRACTICE <i>Include established practice and practice under development</i>	OBJECTIVES <i>State Short, medium and long-term objectives</i>	ACTIONS TO BE TAKEN	PERSON RESPONSIBLE	DATE TO COMPLETE ACTIONS BY	SUCCESS CRITERIA
Increase access to the curriculum for students with a disability	All students have access to a broad and balanced curriculum, which is regularly reviewed by subject and Senior Leaders to ensure it is accessible. Teachers set high expectations for every student, whatever their prior attainment. This includes the provision of remote teaching. Attendance, attainment and progress data for pupils with disabilities is reviewed termly at senior leadership level through Vulnerable Learners Network meetings. Teaching staff receive regular PLD to ensure lessons are planned to address potential areas of difficulty and to remove barriers to student achievement. The identification of SEND is built into the overall approach to monitoring the progress and development of all students. Teachers and Senior Leaders, in collaboration with the SENDCo, make regular assessments of progress for all students. Individual Healthcare Plans specify the type and level of support required to meet the needs of students with complex medical needs. Individual Education Plans are in place for children who require targeted and specialist SEND support. The Academy follows the assess, plan, do, review cycle to enable students to make progress towards their outcomes. Staff at all levels access SEND	Short term (1-Year) - Ensure all staff can articulate how their curriculum is inclusive. - Audit curriculum accessibility across all subjects and key stages. - Ensure all new staff are trained in adaptive teaching and reasonable adjustments. - Improve identification and tracking of pupils with disabilities (not just SEND). Medium term (2-year) - Reduce attendance gap between disabled and non-disabled pupils. - Reduce attainment and attendance gaps between disabled and non-disabled pupils. - Increase participation of pupils with disabilities in trips, enrichment and leadership opportunities. Long term (3-years)	SENDCo (with the support of external agencies as needed e.g. SALT) will work with class teachers to maximise the accessibility of all areas of the curriculum for pupils with SEND and disabilities, maximising the extent to which disabled students can access the curriculum. (E.g. do the curriculum and resources include examples of people with disabilities?) Phase leaders and core subject areas to create effective timely action plans for development SENDCo to review progression and ensure that aspirations are high and achievable SENDCo to QA provision maps / IEPs, ensuring that the needs of all learners are met and produces a focused PPLD plan for individuals and groups to address key focus areas. IEPs are reviewed regularly with teaching staff and parents and the implementation of these monitored by the SENDCo. Individual care plans are in place for all students with medical needs. Specialist help is sought by the SENDCo, where needed, to	SENDCO Phase Leaders SENDCO SENDCO Class teachers and SENDCO SENDCO and Class teachers SENDCO	Termly Termly Annual Termly Termly Termly	Attendance gap reduced to less than 2%. 95% of disabled pupils participate in enrichment activities. QA shows adaptive strategies present in 90% of lessons. Parent voice surveys show ≥90% confidence in inclusion provision. Attendance gap between disabled and non-disabled pupils is reduced year-on-year. Progress data shows disabled pupils making at least expected progress, or progress in line with individual expectations.

AIM	CURRENT GOOD PRACTICE <i>Include established practice and practice under development</i>	OBJECTIVES <i>State short, medium and long-term objectives</i>	ACTIONS TO BE TAKEN	PERSON RESPONSIBLE	DATE TO COMPLETE ACTIONS BY	SUCCESS CRITERIA
Improve the delivery of information to students with a disability	Academy information (e.g. written, website, Seesaw) remains accessible online etc. There is an awareness that the literature presented must be accessible to all in terms of literacy needs.	Short term (1-year) - Audit website accessibility compliance. - Audit accessibility of academy website and communication platforms. - Identify pupils and families requiring adapted communication formats. Medium term (2-year) - Standardise accessible communication protocols across departments. - Standardise accessible communication approaches across departments. - Ensure all key documents are available in accessible formats on request Long term (3-year) - Ensure all key documentation is available in accessible formats as standard. - Embed inclusive communication practices across all academy systems. - Ensure digital platforms meet recognised accessibility standards (e.g. WCAG 2.1).	As required, the SENDCO to seek out the services available through the LA for converting written information into alternative formats or provision of enhanced technology. Review all current school publications and promote the availability in different formats for those that require it Website to be reviewed termly to ensure it meets accessibility standards. SENDCO to review provision to ensure that any adaptations required are in place to meet the learners needs. SENDCO to ensure translation materials / technology is in place to support where required. Principal and Site Manager to audit internal signage to ensure clear and accessible.	SENDCO Principal and SENDCO Central Team SENDCO	As required Termly Termly Termly	Reduction in complaints linked to access barriers. Website accessibility audit completed and actions implemented. 100% of requests for alternative formats met within agreed timescales. All key policies and communications available in accessible formats. Increased engagement from pupils and parents with additional needs.

				SENDCO	As required	
				Principal and Site Manager	Termly	

4. MONITORING ARRANGEMENTS

This document will be reviewed every three years or sooner if required.

The review will be led by SENDCo and Principal.

Progress will be monitored through Academy self-evaluation, stakeholder feedback and governance processes.

Final approval is by the Chief Executive Officer and Academy Education Committee.

5. LINKS WITH OTHER POLICIES

This plan should be read in conjunction with:

- Health and Safety Policy.
- Equality information and objectives (public sector equality duty) statement for publication.
- Special Educational Needs (SEN) Information Report.
- SEND Policy.
- Supporting Students with Medical Conditions and First Aid Policy.
- Behaviour and Attendance Policy.
- Estates Management Plan.
- Health & Safety and Fire Evacuation Procedures.
- Equality Objectives Statement.
- ICT Acceptable Use and Digital Strategy.
- Admissions Policy.