



Westgate Academy

Accessibility Policy

Date approved by Governors: September 2021

Date for review: September 2023

1. Mission Statement

It is recognised that Westgate Academy is committed to providing premises which are suitable and sufficient for all educational purposes and which provide access to a broad and balanced curriculum for pupils and young people, irrespective of special need or disability.

Westgate Academy is committed to:

- Providing a full and efficient education for all pupils.
- Increasing the extent to which disabled pupils can participate in the curriculum of the Academy that they attend.
- Improving and continuing to develop the physical learning environment to increase the extent to which disabled pupils and their parents/carers can take advantage of education and associated services.
- Improve the delivery to disabled pupils and their parents/carers of written information through assistive technology and other means to ensure they receive written information within a reasonable time and in formats that make communication possible.

2. Implementation

This policy received the full agreement of the Governing Body and was agreed at their meeting in September 2021.

3. Aims

The Accessibility Policy Plan considers provision for disabled students as stated in the Equality Act (2010) and the Special Educational Needs and Disability Code of Practice: 0 to 25 years (2015). It operates alongside the SEND policy, is consistent with it in terms of principles and approaches to resourcing.

The Accessibility Policy Plan must include:

- a) Increasing the extent to which disabled students can participate in the Academy curriculum;
- b) Improving the physical learning environment to increase the extent to which disabled students can take advantage of education and associated services; and
- c) Improving the delivery to disabled pupils of written information that is provided to pupils who are not disabled. This should be done within a reasonable period of time and in formats which take account of views expressed by the pupils or parents about their preference

4. Definitions

The Equality Act 2010 states that a person has a disability if:

4.1 A **'disabled pupil'** is defined as someone who 'has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day to day activities'.

4.2 **Discrimination:** A responsible body discriminates against a disabled person if:

- a) For reasons that relate to their disability, it treats them less favourably than it treats or would treat others to whom that reason does not or would not apply.
- b) It cannot show that the treatment in question is justified.

4.3 Reasonable steps: The duty to take reasonable steps (to ensure that there is no discrimination intended as an 'anticipatory' duty and does not simply apply once an individual pupil presents him or herself.

5. Scope and purpose

5.1 All disabled children should have access to education. Wherever practicable, Westgate Academy will:

- a) Advise on the statutory responsibilities of education bodies in the preparation of accessibility strategies and accessibility plans
- b) Increase the extent to which disabled students can participate in the academy curriculum
- c) Promote improvements in the delivery to disabled pupils of written information that is provided to pupils who are not disabled
- d) Encourage improvement in the physical environment of academies to increase the extent to which disabled pupils can take advantage of education and associated services.

5.2 Westgate Academy recognises that many of its pupils, visitors and staff, whether disabled or otherwise, have individual needs when using the Academy and the facilities. However, we also recognise that for some pupils, the nature of their disabilities may mean that they experience specific difficulties related to accessing education, and the physical learning environment. As part of the ongoing commitment to the delivery of an inclusive educational service, we will endeavour to ensure that disabled students receive the same standards of education as non-disabled students.

5.3 In the light of this Westgate Academy will:

- a) Inform all staff that our policy for the provision of educational services ensures the inclusion of disabled pupils. Such communications will address the legal obligation of staff, and the Academy.
- b) Provide appropriate disability awareness training for staff, which will explain the Academy policy towards disabled pupils and the effective implementation and monitoring of it.
- c) Address acts of disability discrimination via existing conduct codes, where appropriate.
- d) Encourage suppliers and contractors, to adopt similar policies towards disabled students, i.e. use of reasonable adjustment for individuals.

5.4 In order to ensure that the educational services it provides effectively meet the needs of disabled pupils, Westgate Academy will:

- a) Consult with disabled pupils, parents, staff and disability organisations.
- b) Plan to make access improvements to enable disabled people to use its services. Furthermore, the Academy will effectively communicate its availability to both pupils and staff.
- c) Regularly review whether its education (and other) services are both accessible and effective, and take appropriate action.
- d) Monitor the implementation and effectiveness of this policy on a regular basis.
- e) Operate an accessible complaints procedure whereby disabled people can make improvement suggestions and request assistance.