

1. Introduction

1.1 This plan has been drawn up in accordance with the planning duty in the Equality Act 2010.

2. Definition

2.1 Disability is defined by the Equality Act 2010 (EA):

"A person has a disability 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 carry out normal day to day activities."

3. Key Objective

3.1 To reduce and eliminate barriers to access to the curriculum and to full participation in the school community for pupils, and prospective pupils, with a disability.

3.2 To avoid all forms of discrimination directly or indirectly in recruitment or employment.

4. Principles

4.1 Compliance with the EA is consistent with the school's aims and equal opportunities policy, and the operation of the school's SEN policy.

4.2 The school recognises its duty under the EA:

- 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 (Appendix A)

4.3 The school will:

- Recognise and value 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.

- Provide all pupils with a broad and balanced curriculum, differentiated and adjusted to meet the needs of individual pupils and their preferred learning styles. This curriculum endorses the key principles in the National Curriculum 2000 framework, which underpin the development of a more inclusive curriculum.
- Set suitable learning challenges
- Respond to pupils' diverse learning needs
- Overcome potential barriers to learning and assessment for individuals and groups of pupils

5. Activities

5.1 Education & related activities

The school will continue to seek and follow the advice of LA services and outside agencies, such as specialist teacher advisers and SEN consultants, and of appropriate health professionals from the local NHS Trusts.

5.2 Physical environment

The school will take account of the needs of 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.

5.3 Provision of information

The school will make itself aware of local services, including those provided through the LEA, for providing information in alternative formats when required or requested.

6. Current Targets

6.1 See Appendix A

7. Linked Policies

7.1 This Accessibility Plan will contribute to the review and revision of related school policies

- School Development Plan (including premises)
- SEN Policy
- Equal Opportunities Policy
- Behaviour for Learning
- Curriculum Policies

8. Targets Achieved

8.1 The academy was designed from opening to be fully accessible to all stakeholders, and the curriculum is designed with all students in mind.

9. Current Plans

9.1 See Appendix A

10. Plan Availability

10.1 The school makes its accessibility plan available in the following ways:

- A copy is held in the school offices alongside the H&S documentation
- A copy is posted on the school website
- A copy can be emailed or posted on request

10.2 The plan is also available in a high contrast and large print size format upon request please contact the main office for further details.

APPENDIX A

Lambeth Academy Accessibility Plan 2016-2017

Lambeth Academy is committed to removing barriers to pupil access and the work place. Please refer to linked policies: equal opportunities, SEN, Behaviour for Learning, curriculum

Target	Action	Outcome	Timescale	Success Criteria	Monitoring/Review
Ensure staff are trained in dealing with health related conditions, behaviour & cognitive issues	Address training issues	Situations dealt with effectively	Sept 2016	Pupils feel safe and supported	Ongoing
Ensure SOW and resources match needs	Audit	Needs of SEN pupils addressed	Sept 2016	Improved attainment & progress of SEN pupils	Ongoing
Ensure all recruitment is in line with the Equalities Act	Audit	Applicants are treated equally	Sept 2016	Applicants feel satisfied they have been not been discriminated against	Ongoing
Ensure all staff are treated fairly and equally in line with the Equalities Act	Review current implementation of Equalities and employment policies	Employees are treated equally	Sept 2016	Employees feel satisfied they are not being discriminated against	Ongoing