



PolyMAT

Accessibility Policy and Plan

Reviewed: September 2023

Approved : December 2023

Due for renewal: December 2024

This Accessibility Policy and Plan are drawn up in compliance with current legislation and requirements as specified in Schedule 10, relating to disability, of the equality act 2010. School governors are accountable for ensuring the implementation, review and reporting on progress of the Accessibility Plan over a prescribed period.

PolyMAT is committed to making reasonable adjustments to ensure employees with disabilities or physical or mental health conditions are not substantially disadvantaged when carrying out their jobs.

Schools Aims:

At PolyMAT we are committed to establishing equality for all pupils, their parents, staff and other users of the school. In drawing up this Accessibility Plan the Trust set the following priorities:

- To provide safe access throughout the school for all school users
- To ensure that the learning and teaching environment and the resources used are suitable for all staff and pupils, tailoring the requirements to suit individual needs.
- To provide training to all staff regarding the needs of disabled people and how to provide assistance to enable them to enjoy the school experience as fully as possible.

This policy ensures that as a Trust we:

- Promote equality of opportunity for disabled people: pupils, staff, parents, carers and other people who use the school or may wish to; and

According to the act a "disabled person is defined as someone who has a physical or mental impairment which has an effect on his or her ability to carry out normal day-to-day activities". The effect must be substantial, long term and adverse. The Equality Act definition of disability covers physical disabilities, sensory and other mental impairments and learning disabilities.

This Accessibility Plan forms part of the school's Disability Equality Scheme and is a statutory duty. It sets out how the local Governing body plans to proactively improve the equality of opportunity for those within its school community who have a disability. The duty is to anticipate and plan for future needs.

In accordance with the Act the plan focusses on three "key areas":

- Improve access to the physical environment of the school, adding specialist facilities as necessary. This covers reasonable adjustments to the physical environment of the school and physical aids to access education.
- Increase access to the curriculum for pupils with a disability, expanding and making reasonable adjustments to the curriculum as necessary to

ensure that pupils with a disability are as, equally, prepared for life as are able-bodied pupils. This covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or school visits. It also covers the provision of specialist aids and equipment, which may assist these pupils in accessing the curriculum.

- Improve and make reasonable adjustments to the delivery of written information to pupils, staff, parents and visitors with disabilities. The information we provide should be available in various preferred formats within a reasonable time frame.

This Accessibility Plan should be read in conjunction with the PolyMAT SEND policy, Equal Opportunities policy and Complaints Procedures.

Trust partnerships that support the implementation of this plan:

PolyMAT has close working relationships with its feeder schools through transition arrangements in the summer term before starting at school. This may include multi-agency meetings with parents and all professionals involved in supporting the child.

The PolyMAT SEND policy ensures that staff identify, assess and arrange suitable provision of pupils with special educational needs and / or disability. Working alongside professionals including the local authority and educational psychologists, the Assistant Head for Learning Support ensures that additional resources, including staffing, are allocated where appropriate through additional high needs funding.

It is the responsibility of the whole PolyMAT community to implement this scheme in a manner which promotes the inclusive ethos of our Trust.

PolyMAT Accessibility Plan 2022-2024

Priority	Lead people	Strategy/Action	Resources	Time	Success criteria
Develop inclusive, quality first teaching	All teaching staff	Information for teachers and teaching assistants on differentiation and personalising the curriculum including the identification of vulnerable groups.	Staff meeting/external training/bespoke TA training	On-going	Increased access to the curriculum for all. Needs of all learners met within reasonable adjustments. Lesson observations and PP data show that all children make progress within lessons and over time.
Improve the delivery of written information to students and parents or carers		a. Express school information clearly and plainly, using short words and the active rather than passive voice. b. Translate important information in different languages where necessary. This may oral contact.	All staff	On-going	To ensure that all recipients can read and understand what we are communicating.
To ensure visitors with a disability are supported as necessary		Review systems and provide assistance if the fire alarm is activated.	All staff	Depending on need	
Improvement to help those with hearing loss	Governors	Hearing loop fitted in main reception Obtain quotes and identify possible funding	Cost of hearing loop	Depending on need	Communication improved for pupils, parents and visitors with a hearing impairment.
Steps outside leading to the hardcourt area to have handrails added and steps	Premises Manager	Works carried out over the summer break to handrails. Steps to be painted	Contractor appointed to install handrails	October 2019	Works completed

marked in yellow to aid visually impaired					
Review of current arrangements for the provision of information sent to stakeholders	Director of Business	Review school to home communication in alternative formats such as large print or translation provision	Time to review, consult with parents and implement new procedures	July 2023	Audit the needs of the school's parents and record on a database

3. WPSfB ACCESS AUDIT				
FEATURE	DESCRIPTION	ACTIONS TO BE TAKEN	PERSON RESPONSIBLE	ACTIONS TO BE COMPLETED BY
Corridor access	Corridors wide to accommodate SEN. Floors and corridors kept clear of clutter	Already achieved	Premises Manager	N/A
Lifts	Lifts available to support students and staff with a disability	Lifts available in the English and the Humanities block. Lifts subject to an annual maintenance contract	Premises Manager	N/A
Parking Bays	3 disabled parking bays marked out on site, accessible and situated close to entrance	An additional disabled parking bay has been added in the front carpark	N/A	N/A

Entrances	Entrances to school wide to accommodate wheelchair users with controlled automatic access	Already achieved	N/A	N/A
Ramps	Ramps in school are regularly maintained.	Already achieved	N/A	N/A
Toilets	Toilets wheelchair accessible on ground floor close to Learning Support.	Already achieved	N/A	N/A
Emergency escape routes	Refuge points identified. Fire Evacuation plan incorporates SEN awareness	Staff made aware how to assist in event of emergency. EVAC chairs have been delivered and we are waiting for training	Assistant Head Teacher with responsibility for Health & Safety. External trainers	On-going

3. WPSfG ACCESS AUDIT

FEATURE	DESCRIPTION	ACTIONS TO BE TAKEN	PERSON RESPONSIBLE	ACTIONS TO BE COMPLETED BY
Corridor access	Corridors wide to accommodate SEN. Floors and corridors kept clear of clutter	Already achieved	Premises Manager	N/A
Lifts	Lifts available to support students with SEN and disability	1 lift available. Lift subject to an annual maintenance contract	Premises Manager	N/A
Parking Bays	4 disabled parking bays marked out on site, accessible and situated close to entrance	Parking bays already marked out in the school carpark	N/A	N/A
Entrances	Entrances to school wide to accommodate wheelchair users with controlled automatic access	Already achieved	N/A	N/A
Toilets	Disabled toilets available on all floors.	Already achieved	N/A	N/A

Emergency escape routes	Refuge points identified. Fire Evacuation plan incorporates SEN awareness	Staff made aware how to assist in event of emergency. EVAC chairs have been delivered and we are waiting for training	Assistant Head Teacher with responsibility for Health & Safety. External trainers	On-going
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