

St Thomas' C of E Accessibility Plan



Date approved:	September 2024
Approved by:	CEA
Date adopted by the MAT (i.e. effective date):	September 2024
This policy is scheduled for review on:	Annually

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Policy Statement

This policy outlines Manor Multi Academy Trust's ('we' / 'our' / 'us') expectations of our employees' ('you') in relation to making all aspects of school life accessible to all pupils regardless of special educational needs and disabilities.

We are committed to equality and value diversity. As such we are committed to fulfilling our Public Sector Equality Duty (Equality Duty) obligations and expect all staff and volunteers to share this commitment.

This policy should also be applied in accordance with our Staff Code of Conduct, Dignity at Work, Safeguarding and Child Protection, Safer Recruitment, and ICT Acceptable Use policies and Procedures. Copies of all policies and procedures can be accessed via the **All MAT Staff** area on Teams.

The Equality Duty requires us to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, and victimisation.
- Advance equality of opportunity.
- Foster good relations between people who share protected characteristics, such as age, gender, race and faith, and people who do not share them.

If you consider that any of our practices, policies or procedures may be indirectly discriminatory, you should report your concerns and the basis for them to your line manager, who will take appropriate action and ensure that you receive a written response in respect of the concerns that you have raised.

This policy does not form part of your contract of employment. We reserve the right to amend or withdraw this policy at any time.

We are responsible for ensuring the effective implementation of this policy. As part of equality monitoring we will review and monitor the operation and impact of the policy on a regular basis and in accordance with the policy review date. As part of this monitoring and review this policy will be equality impact assessed.

Scope

This policy applies to employees, workers, agency workers, consultants, casual workers, contractors and volunteers, whether during working hours or otherwise.

This Policy provides information which underpins our Staff Code of Conduct, and Disciplinary Policy and Procedures. Copies of these policies and procedures can be accessed via the **All MAT Staff** area on Teams.

Aims & Principles

The aim of this policy is to ensure that pupils and staff can do what they need to do in a similar amount of time and effort as someone that does not have a disability. It means that people are empowered, **can** be independent, and will not be frustrated by something that is poorly designed or implemented.

Planning Duty 1

	Issue	What	Who	When	Outcome	Review
Short term	Not all staff members have the skills to support pupils with SEND. Not all pupils with SEND can access lessons.	School engages with the PINS Project and responds to parent and pupil voice. CPD – Teaching and Learning Matters. Provision of an iPad for every child in KS2 and 1:2 children in KS1 to support 'Five -a-day' EEF strategies for pupils with SEND	Headteacher, external advisors, SENCO	Autumn 2 2024	There will be a shared vision for accessibility and inclusivity in T&L practice at St Thomas'. Staff members have the skills to support pupils with SEND	Autumn 2025
Medium term	Clubs are not accessible to all children – particularly those with ASD (identified through the PINS Project)	Needs of pupils with SEND are incorporated into the planning process	Teachers, SENCO	Autumn 2024	Planning of school clubs takes into account pupils with SEND. More pupils with SEND engage in clubs.	Summer 2025

Planning duty 2: Physical environment

	Issue	What	Who	When	Outcome	Review
Short term	Management does not know if all the school's physical environment is accessible	Audit of physical environment	Headteacher, Head of Estates	Spring 2025	School is aware of accessibility barriers to its physical environment and will make a plan to address them	Summer 2025
	Management does not know if the new nursery build is fully accessible	Review existing architect's plans to ensure accessibility before the build starts	Head Teacher Concept Head of Estates	Autumn 2024	The new nursery is fully accessible for all children and adults.	Autumn 2024
Long term	Children with physical disabilities cannot access school buildings	Plan in place in the event of a child needing to access all areas of the building	Head of Estates / Head Teacher	Spring 2025	School buildings are fully accessible	Summer 2024

Planning duty 3: Information

	Issue	What	Who	When	Outcome	Review
Short term	Senior Leaders do not know whether school information is accessible to all	Audit of information and delivery procedures	HT / SENCO / Media Team	Spring 2025	School is aware of accessibility gaps to its information delivery procedures	Summer 2025

	Senior Leaders do not know how to make written information accessible to all pupils and parents with SEND	Schools seeks advice from external advisors	HT / SENCO / Media Team	Spring 2025	School is aware of local services for converting written information into alternative formats	Autumn 2025
Long term	School website is not accessible to children and parents with SEND	Audit website of	Headteacher / Head of IT	Autumn 2024	Website is fully accessible	Autumn 2025

