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Introduction

Veritas Multi Academy Trust strives to ensure that the culture and ethos of the schools within the trust are such that, whatever the abilities and needs of members of the school community, everyone is equally valued and treats one another with respect. Pupils should be provided with the opportunity to experience, understand and value diversity.

The definition of disability is:

“A person suffers a disability if he or she has a physical or mental impairment that has a substantial and long-term adverse affect on his or her ability to carry out normal day-to-day activities.” Equality Act 2010

Physical or mental impairments can include sensory impairments (such as those affecting sight and hearing) and learning difficulties. The definition also covers certain medical conditions when they have a long-term and substantial effect on pupils’ everyday lives.

We recognise:

- our duty under the Disability Discrimination Act ('95) as amended by the SENDA (2001)
“from September 2002, it will be unlawful for schools and admission authorities to discriminate against disabled pupils in their admissions and exclusions, education and associated services”
- Schools and Academies must:
 - not treat disabled pupils less favourably; and
 - take reasonable steps to avoid putting disabled pupils at a substantial disadvantage (the ‘reasonable adjustment’ duty)

- that the Multi Academy Trust Board and school governors have the duty to publish Accessibility Strategies and Plans

Scope of the Plan

This plan covers all three main strands of the planning duty:

1. *Improving the physical environment of school for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and associated services.*

This strand of the planning duty covers aids to improve the physical environment of the school and physical aids to access education. The physical environment includes things such as steps, stairways, kerbs, exterior surfaces and paving, parking areas, building entrances and exits (including emergency escape routes), internal and external doors, gates, toilets and washing facilities, lighting, ventilation, lifts, floor coverings, signs and furniture. Aids to physical access include ramps, handrails, lifts, widened doorways, electromagnetic doors, adapted toilets and washing facilities, adjustable lighting, blinds, induction loops and way-finding systems.

Physical aids to access education cover things such as ICT equipment, enlarged computer screens and keyboards, concept key boards, switches, specialist desks and chairs and portable aids for children with motor coordination and poor hand/eye skills, such as extra robust scientific glassware and specialist pens and pencils

In maintained schools the provision of a special piece of equipment or extra assistance will be made through the SEN framework and to a lesser extent through the planning duty which applies to all schools. The distinction between auxiliary aids and services provided through the SEN route and those provided under the planning duty is that the SEN duties relate to the individual, whereas the planning duty relates to the provision of aids or services in terms of the population (and future population) of the school. For example, a pupil with visual impairment might have low vision aids provided through the statement of SEN but the school might as a general measure provide blinds and adjustable lighting through the planning duty.

2. Increase the extent to which disabled pupils can participate in the school curriculum.

This strand of the planning duty will help to improve access to a full, broad and balanced curriculum. It covers a range of elements including ensuring that teaching and learning is accessible through school and classroom organisation and support, especially deployment of staff, timetabling, curriculum options and staff information and training.

Schools will be expected to plan to improve progressively access to the curriculum for all disabled pupils although many adjustments to access will

be dependent on individual needs and may be provided through the SEN framework. The accessibility strategies and plans will help to ensure that schools are planning and preparing to respond to the particular needs of individual pupils.

3. Improving the delivery of information to pupils with disabilities

This part of the duty covers planning to make information normally provided by the school in writing to its pupils – such as handouts, timetables, textbooks, information about school events – available to disabled pupils. This will include alternative formats such as Braille, audio tape and large print and also the provision of information orally, through lip speaking or sign language, through a recognised symbol system or ICT. This information should also be made available within a reasonable time frame and take account of the pupils' disabilities and pupils' and parents' preferred formats.

Other related policies

Equality for disabled pupils is included as an explicit aim in all of the school's policies and is supported by the school's own or trust policies including:

- Teaching and Learning
- Equal Opportunities Policy
- Behaviour for Learning Policy
- Admissions policy/criteria
- School Improvement Plan
- School Asset Management Plan
- Policy for school trips and excursions
- SEN policy
- Risk Assessment Policy and procedures
- Exclusions

Aims

Veritas Multi Academy Trust works to take responsibility for the success of all pupils in each unique educational institution within the Trust.

As a strategic body, Veritas Multi Academy Trust will provide support, challenge, advice, and direction to enable each institution within the Trust to:

- pursue the highest standard of teaching and learning
- provide the widest range of opportunities, both within the classroom and beyond
- secure a safe and nurturing environment

which leads to exceptional educational outcomes for every student and enables them to thrive.

The trust believes in striving to make learning irresistible for all.

Our strategies to do this will include:

- having high expectations of all pupils
- finding ways in which all pupils can take part in the full curriculum including sport, music, and drama
- planning out-of-school activities including all school trips and excursions so that pupils with disabilities can participate
- setting admissions policy and criteria which does not discriminate against pupils with disabilities or treat them unfairly
- devising teaching strategies which will remove barriers to learning and participation for pupils with disabilities
- planning the physical environment of the school to cater for the needs of pupils with disabilities
- raising awareness of disability amongst school staff (teaching and non-teaching) through a programme of training
- by providing written information for pupils with disabilities in a form which is user friendly.
- by using language which does not offend in all its literature and make staff and pupils aware of the importance of language.
- by examining our library and reading books to ensure that there are examples of positive images of people who have a disability.

Actions to ensure equality for pupils with disabilities

1. We shall undertake a disability audit.
2. As a result of the audit, we shall:
 - write an action plan
 - make the policy and targets known to all teaching and ancillary staff, pupils and parents
 - monitor the success of the plan

- the Plan will be reviewed annually by board of trustees or delegated to the Regional Governing Body.
3. The trustees will report on how targets have been met in their monitoring and review procedures (and what impact they have had on the achievements of pupils with disabilities).
 4. The board of trustees will monitor and further develop good practice through consultation with key partners.

Monitoring

Veritas Multi Academy Trust recognises that monitoring is essential to ensure that pupils with disabilities are not being disadvantaged.

We will monitor:

- Admissions
- Attainment
- Attendance
- Exclusions
- SEN Register
- Setting/groups
- Effects of the Literacy & Numeracy Strategies
- Extra-curricular activities
- Homework
- Selection & recruitment of staff
- Governing Body representation
- Parents attending consultation meetings
- Parents' involvement in the life of the school (representation on PTA, attendance at parents' evenings, in the classroom, school productions, sports day, fetes etc)

Warden House Primary School

Target	Strategy	Outcome	Timescale

Pilgrims' Way Primary School

Target	Strategy	Outcome	Timescale