



**St Ralph  
Sherwin**  
Catholic Multi Academy Trust



# Accessibility Policy and Plan

**Version 1  
February 2022**



One of four Catholic Multi  
Academy Trusts in the  
Diocese of Nottingham



## Document Provenance

<b>Title of policy:</b>	Accessibility Policy and Plan	
<b>Author and policy owner in the Executive Team:</b>	Trust Leader for SEND	
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<b>Document review and editorial updates:</b>		
<b>Version control</b>	<b>Date</b>	<b>Key revisions included</b>
1	February 2022	<p>A new Trust-wide Policy and supporting template for use by academies in setting their Accessibility Plan arrangements.</p> <p>New tabulated planner for each academy to populate and ensure that all pupils have equal right of access if this can reasonably be met. This will include reviews of the physical access to and around academies for all pupils with disabilities.</p> <p>The Policy sets out how each academy and the Trust meets legislation and regulations in striving for equality of opportunity for all.</p>



## **Saint Ralph Sherwin Catholic Multi Academy Trust Vision**

Academies within The Saint Ralph Sherwin Catholic Multi Academy Trust ensure that each child is treated individually and with respect. We lead by the example of our namesake, Saint Ralph Sherwin, a martyr who risked all for his faith, seeking to do the Lord's will "today rather than tomorrow". All academies within the Saint Ralph Sherwin Catholic Multi Academy Trust share the same collective vision:

### **Vision**

We are a Catholic family of schools, working as one, transforming every individual, their family and our Trust community through the building of God's Kingdom, caring for our environment, today rather than tomorrow.

### **Our Mission**

'Inspired by the life, message and example of Jesus Christ'

### **Our Core Values**

#### **Community**

Being and building a Catholic family of schools working alongside the parents, parishes and communities we serve

#### **Aspiration**

Enabling the transformation of every pupil, employee and volunteer, across our Trust family so that all can be their best and do their best to transform our world for the benefit of all

#### **Renewal**

Building God's Kingdom here on earth every day in all that we do and say

#### **Encounter**

Encountering Jesus and helping all to grow in their relationship with him, today rather than tomorrow

Please follow the link below for further information regarding the St Ralph Sherwin Catholic Multi Academy Trust.

[Our Vision and Values | St Ralph Sherwin Catholic Multi Academy Trust \(srscmat.co.uk\)](http://srscmat.co.uk)



## 1. Introduction and Purpose

- 1.1. This policy supports our Trust vision and our core values and will ensure that our commitment to inclusion is at the heart of everything we do.
- 1.2. This policy and the supporting Accessibility Plan in place in each Academy, will ensure that all St Ralph Sherwin pupils, including pupils with a disability, have equal opportunity to participate fully in the life of the academy, enjoying and succeeding in their education.

## 2. Objectives

- 2.1. The objectives of this policy are to:
  - Provide access and opportunities for all pupils to succeed in their education without discrimination of any kind
  - Promote equal opportunities as an inclusive Trust and ensure full compliance with the Equality Act 2010
  - Make reasonable adjustments to the curriculum and physical environment so that disabled pupils are not at a substantial disadvantage to their peers, identifying and reducing barriers to access and participation
  - Promote awareness and understanding of disability
  - Achieve full participation in the academy communities for both current and prospective pupils and our adult users with a disability.

## 3. Scope

- 3.1. This policy applies to pupils, staff, parents, prospective pupils, governors, and directors in working together to eliminate discrimination and ensure that through the application of policy and implementation of robust accessibility plans, the very best opportunities for participation are secured for those with a disability.

## 4. Legislation and Regulation

- 4.1. This policy is written in accordance with requirements set out in Schedule 10 of the Equality Act 2010<sup>1</sup> and Section 69 of the Children and Families Act 2014<sup>2</sup>
- 4.2. The Equality Act 2010 defines an individual as disabled if:
  - He or she has a physical or mental impairment
  - The impairment has a substantial and long-term adverse effect on his or her ability to undertake normal day to day activities. Substantial means more than minor or trivial. Long term means has lasted or is likely to last more than 12 months.
- 4.3. The requirements for preparing an Accessibility Plan are set out in *Schedule 10* of the Equality Act 2010. Academies will develop and use an Accessibility Plan in order to meet three key areas set out in *Schedule 10*. The plan must include purposeful information to:

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<sup>1</sup> [Equality Act 2010 \(legislation.gov.uk\)](https://www.legislation.gov.uk)

<sup>2</sup> [Children and Families Act 2014 \(legislation.gov.uk\)](https://www.legislation.gov.uk)



- 1) *Increase the extent to which disabled pupils can participate in the school's curriculum*
  - 2) *Improve the physical environment of the school for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and benefits, facilities or services provided or offered by the school*
  - 3) *Improve the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled.*
- 4.4. Each Academy Accessibility Plan will provide details about the specific actions in place to meet items 1 to 3 above and ensure that the impact of the plan is reviewed within prescribed timescales, and that the accessibility plan is resourced and managed well by those who are responsible for key actions in the plan.
- 4.5. This policy should be read in conjunction with other St Ralph Sherwin Trust-wide Policies, including:
- The Special Educational Needs and Disabilities Learning Policy
  - The individual Academy Special Educational needs (SEN) Information Report
  - The Supporting Students with Medical Needs Policy
  - The Health and Safety Policy
  - The Equality and Diversity Statement and Policy.

## **5. Key principles underpinning the Accessibility Policy and Plan**

- 5.1. The Trust has outlined expectations to all academies that planned programmes of study should, as a minimum, align with the content of the National Curriculum. The Trust also believes that curriculum planning should be led by each academy, in order that it may best meet the bespoke needs of pupils within that setting. There is also an expectation that the curriculum will reflect the school's position in its local community; for example, through coverage of local history and through themes identified in the curriculum as local contextual safeguarding risks. The quality and coverage of each academy curriculum is checked by the Trust's School Improvement Team.
- 5.2. The School Improvement Team has also outlined other minimum expectations around the design and delivery of each individual academy's curriculum plan, as follows:
- The most important knowledge in each subject is identified for every topic/theme delivered in each subject.
  - Subject leaders ensure that the curriculum is sequenced coherently to enable pupils to gain cumulatively sufficient knowledge. This includes sequencing across key stages to support effective transition.
  - There is a strong focus on the development of key vocabulary in each topic/theme.
  - Teaching staff plan retrieval activities and repetition of key knowledge to ensure that it sticks in pupils' long-term memory
  - All groups of pupils, including disadvantaged pupils and those with special educational needs make strong progress through the curriculum. This is measured through the Trust's Assessment Framework.
  - Leaders and teaching staff ensure that curriculum mapping is sophisticated, and at the level of the best, by ensuring clear mapping of how components of learning lead to composites. (This also aligns with the Trust's Assessment Framework. Assessment should ensure that missing components of learning are identified and





addressed for all groups of pupils, including disadvantaged pupils and those with special educational needs and/or disabilities

- Reading is prioritised, particularly early reading, to ensure that children become fluent and confident readers at the earliest possible stage of learning
- Extra-curricular learning is considered carefully and is designed to meet the needs of all pupils. Particularly those who are disadvantaged or have special educational needs and/or disabilities
- The curriculum is not narrowed in any way. *(For example, by the shortening or lengthening of key stages.)*

5.3. The Trust's comprehensive CPD package, and School Improvement work, ensure that leaders and teaching staff are equipped to deliver the above requirements consistently well.

5.4. The Trust has based its approach to curriculum development on a broad bank of research, which has also been shared in full with teaching staff and leaders. The Trust also continually and proactively seeks out the best curricular practice nationally to ensure that Trust academies operate to, and understand, the level of the best.

**5.5. Aspect 1 - Increase the extent to which disabled pupils can participate in the academy's curriculum.**

- 5.5.1. Based on the Trust expectations for the curriculum, the Accessibility Plans will examine and give consideration to access to the curriculum both on admission to the academy, transition within the academy through year groups and key stages or when a disability is identified or develops.
- 5.5.2. Where appropriate advice and support will be sought from external agencies and can be provided in a range of formats to ensure that all pupils access and participate in the curriculum.
- 5.5.3. Academies will ensure pupils are able to participate fully in extracurricular activities that are offered, including outdoor education, sports and PE, the performing arts, after school and holiday clubs, trips, and visits.
- 5.5.4. Working in partnership with local authority services academies will seek support and advice from a range of specialist SEN advisers and health professionals to further enhance curriculum provision, equality and high-quality teaching and learning.

**5.6. Aspect 2 – Improve the physical environment of the school for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and benefits, facilities or services provided or offered by the school.**

- 5.6.1. In developing the Accessibility Plan academy's will consider the needs of current and prospective pupils and other users in improving and refining the academy premises.
- 5.6.2. This will include consideration given to planning for future improvements and any new buildings or refurbishment of current sites.



5.6.3. Academies will ensure there is an annual access audit that takes account of environmental aspects including:

- Approaches to the academy site
- Entrances and exits
- Accessible facilities
- Lighting
- Internal routes around the academy
- Colour schemes
- Fixtures and fittings.

**5.7. Aspect 3 – Improve the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled.**

5.7.1. The SEN Code of Practice clearly states schools must “make reasonable adjustments, including the provision of auxiliary aids and services, to ensure that disabled children and young people are not at a substantial disadvantage compared with their peers. This duty is anticipatory – it requires thought to be given in advance to what disabled children and young people might require and what adjustments might need to be made to prevent that disadvantage”.

5.7.2. In considering how best to ensure the Accessibility Plan has clear targets for Aspect 3 academies will consider for example the following in relation to information for disabled pupils:

- Emergency and evacuation systems set up to inform all pupils including pupils with SEN and disability such as alarms with both visual and auditory components;
- Nonvisual guides to assist pupils, regular users and visitors;
- Décor and signage so that the site is not confusing or disorientating for disabled students with a visual impairment autism or epilepsy;
- Steps to reduce background noise for hearing impaired pupils including room acoustics and equipment noise;
- Routes around the academy site, pathways of travel and parking arrangements with logical well signed and safe routes for disabled pupils;
- Information presented in different ways giving due consideration to simple language photo large print signs and symbols.

## **6. Responsibilities**

6.1. Staff within Saint Ralph Sherwin Catholic Multi Academy Trust have a responsibility to uphold this policy and take time to read and understand this policy.

6.2. Headteachers, senior leaders and the SENDCO must ensure that the academy has an Accessibility Plan to meet statutory requirements using the template in Annex A of this policy.

6.3. The SENDCO in each academy will work with senior leaders to develop and refine the Accessibility Plan and ensure that it is monitored for compliance and expected impact.



The SENDCO will ensure it is published on the academy website and that it is shared with governors.

- 6.4. The Trust Leader for SEND and the School Improvement Team are responsible for ensuring compliance with this policy and enabling Headteachers and their academy teams to enable all pupils including pupils with a disability, to participate fully in the life of the academy, enjoying and succeeding in their education.

## **7. Monitoring, Compliance and Review**

- 7.1. The Curriculum and Standards Committee has overall responsibility for monitoring and reviewing the impact of this policy and making recommendations for updates and revisions as needed, or when there are changes in regulations and legislation that the Trust must respond to.
- 7.2. The Curriculum and Standards Committee will review and sign off this policy every three years unless there are regulatory and legislative changes within the three-year window which require the policy to be updated.
- 7.3. This policy will be published on the Trust website.
- 7.4. Each Academy will publish the policy and their respective Academy Accessibility Plan on their own academy website.





**Annex A: Accessibility Plan Template for St Ralph Sherwin Catholic Academies  
2021-2022 Accessibility Plan**

**Name of Academy:**

**Aspect 1 Curriculum: Improving access for all disabled pupils to the academy curriculum.**

<b>Targets</b>	<b>Strategies to Implement</b>	<b>Expected Outcome / Impact</b>	<b>Timeframe</b>	<b>Responsibility</b>



**Aspect 2: Improving the physical environment of the academy to increase the extent to which disabled pupils can access and have full opportunity to take part and benefit from all aspects of education and associated facilities and services in the academy.**

Targets	Strategies to Implement	Expected Outcome / Impact	Timeframe	Responsibility



**Aspect 3: Improving the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled**

Targets	Strategies to Implement	Expected Outcome / Impact	Timeframe	Responsibility