

**City of London Academy (Southwark)**

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## **The City of London Academy (Southwark)**

### **Accessibility Policy**

**2017-2020 Academic Year**

**Responsibility: Vice Principal Inclusion**

**Updated: November 2017**

**Approved by Governors: November 2017**

**Next Review Date: November 2020**

## **Accessibility Policy and Plan**

### **Introduction**

The purpose of this plan is to show how City of London Academy (Southwark) intends, over time, to increase the accessibility of our school for disabled pupils. Under the Equality Act 2010 schools should have an Accessibility Plan. The effect of the law means that “schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation. The Accessibility Plan is listed as a statutory document of the Department for Education’s guidance on statutory policies for schools. This has placed three key duties on schools, which are:

- not to treat disabled students less favourably for a reason
- related to their disability
- to make reasonable adjustments for disabled students, so that
- they are not at a substantial disadvantage
- plan to increase access for disabled students

### **The Policy**

#### **Definition of Disability**

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.

### **Principles**

The Academy recognises its duty to:

- Ensure that compliance with the Equal Opportunities Policy; the operation of its SEN policy and any other Academy policy that has a focus and impact on it’s disabled students, staff and parents/carers
- Not to discriminate against disabled students, staff and parents/carers in admissions and exclusions or in provision of education and associated services.
- Not to treat disabled students, staff and parents/carers less favourably
- Take reasonable steps to avoid putting disabled students, staff and parents/carers at a substantial disadvantage.
- Publish an Accessibility Plan (detailed herein as follows).

### **The Accessibility Plan**

The plan is detailed and summarised below.

## **Activity**

This section outlines the main activities and facilities which the Academy already has in place or undertakes, or is planning to implement or undertake, in order to achieve the key objectives.

### **a) Education and related activities**

The Academy already offers a broad and balanced curriculum with a diverse range of additional opportunities that are appropriately differentiated so as to maximise student access and to encourage wider participation. The Academy will continue to review provision and seek input from students, parents/carers, relevant specialist advisers and appropriate health professionals on a regular basis.

### **b) Physical environment**

The Academy has in place full disabled access to all its facilities and has ensured that such access has been maintained in its recent development of additional teaching spaces. Full access is also in place to all external parts of the Academy's site. The Academy has similarly ensured that there are sufficient washroom facilities within its teaching areas designed specifically for disabled users. As has been best practice in the past, the Academy will continue to take account of the needs of its students, staff and visitors with physical difficulties and other impairments when planning and undertaking future improvements and refurbishments of the site and premises, such as improved access, lighting, acoustic treatment and colour schemes

### **c) Provision of information**

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

## **Policy Review**

The Plan must be reviewed every three years and approved by the Governing Body. The review process can be delegated to a committee of the Governing Body, an individual or Executive Principal.

## **Appendix A**

### City of London Academy (Southwark) – Accessibility Plan

1. This Accessibility Plan has been drawn up in consultation with the, students, parents, staff and approved by Governing Body of the Academy and covers the period from November 2017 to November 2020.

2. At CoLA we are committed to providing a fully accessible environment which values and includes all students, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are further committed to challenging attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.

3. CoLA is extremely well provided for in terms of enabling accessibility of provision for all students, staff and visitors to the Academy, though will continually strive to ensure this is both prioritised and taken into account when considering future developments.

The following areas will form the basis of the Accessibility Plan with relevant actions to:

- Improve access to the physical environment of the school including facilities provided within the classroom;
- Improve the delivery of written information to students, staff, parents and visitors with disabilities.
- Incorporate reference to accessibility within curriculum planning documents and within Schemes of Work.

4. Currently there are no Action Plans, relating to these three key aspects of accessibility. But this will be reviewed and adjusted on an annual basis.

5. It is acknowledged that there will be need for ongoing awareness raising and training for all staff and students in the matter of disability discrimination and the potential need to inform attitudes on this matter.

6. This Accessibility Plan should be read in conjunction with the following policies, strategies and documents:

- Equality & Diversity
- Health & Safety
- SEND Policy
- Behaviour for Learning.
- Equal Opportunities
- Safeguarding

7. Any Action Plan for physical accessibility may include for works that the Academy is unable to undertake during the life of this first Accessibility Plan through funding caution and/or identification of other Academy funding priorities and as such some items may roll forward into subsequent plans. At all times where fully desired works are not achievable, the Academy will look to make reasonable adjustments short of the full works if this is deemed possible.

8. As curriculum policies are reviewed, a section relating to access will be added to that on Equality and Diversity. The Academy prospectus and its website will also make reference to this Accessibility Plan.

9. The Academy will be particularly alert to any needs arising from the requirements of newly enrolled students to Year 7 and Year 12 each year as well as in-year entrants where accessibility issues may arise.

10. The Plan will be monitored through the Curriculum & Community Committee.