

Inspire Partnership Academy Trust



Accessibility Plan
DATE APPROVED BY CEO

Approval Date:	November 2025
Approved by:	CEO
Policy Owner:	Trust Education Leader
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1. AIMS

- 1.1. Schools are required under the Equality Act 2010 to have an accessibility plan. The purpose of the plan is to:
 - Increase the extent to which disabled pupils can participate in the curriculum
 - Improve the physical environment of the school to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
 - Improve the availability of accessible information to disabled pupils
- 1.2. Our school aims to treat all its pupils fairly and with respect. This involves providing access and opportunities for all pupils without discrimination of any kind.
- 1.3. At Delce Academy we firmly believe that all children have an entitlement to be educated alongside their peers in the local community. As an inclusive community we are committed to developing inclusive cultures, policies and practices. We actively seek to remove the barriers to learning and participation that can hinder or exclude individual pupils, or groups of pupils. This means that equality of opportunity must be a reality for our children. We make this a reality through the attention that we pay to the different groups of children within our school.
- 1.4. The plan will be made available online on the school website, and paper copies are available upon request from the School Office.
- 1.5. Our school is also committed to ensuring staff are trained in equality issues with reference to the Equality Act 2010, including understanding disability issues.
- 1.6. The school supports any available partnerships to develop and implement the plan.
- 1.7. Our school's complaints procedure covers the accessibility plan. If you have any concerns relating to the accessibility in school, the complaints procedure sets out the process for raising these concerns.
- 1.8. Our school's complaints procedure covers the accessibility plan. If you have any concerns relating to accessibility in school, the complaints procedure sets out the process for raising these concerns.
- 1.9. We have included a range of stakeholders in the development of this accessibility plan, including staff and governors of the school.

2. LEGISLATION AND GUIDANCE

- 2.1. This document meets the requirements of [schedule 10 of the Equality Act 2010](#) and the Department for Education (DfE) [guidance for schools on the Equality Act 2010](#).
- 2.2. The Equality Act 2010 defines an individual as disabled if they have a physical or mental impairment that has a 'substantial' and 'long-term' adverse effect on their ability to undertake normal day to day activities.

- 2.3. Under the [Special Educational Needs and Disability \(SEND\) Code of Practice](#), 'long-term' is defined as 'a year or more' and 'substantial' is defined as 'more than minor or trivial'. The definition includes sensory impairments such as those affecting sight or hearing, and long-term health conditions such as asthma, diabetes, epilepsy and cancer.
- 2.4. Schools are required to make 'reasonable adjustments' for pupils with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a disabled pupil faces in comparison with non-disabled pupils. This can include, for example, the provision of an auxiliary aid or adjustments to premises.
- 2.5. This policy complies with our funding agreement and articles of association.

3. ACTION PLAN

- 3.1. This action plan sets out the aims of our accessibility plan in accordance with the Equality Act 2010.

Aim	Objectives	Actions to be taken	Person responsible	Timeframe	Success criteria
Increase access to the curriculum for pupils with a disability	<p>Short: Audit current tailored resources.</p> <p>Medium: Integrate disability representation across all subjects.</p> <p>Long: Establish a fully adaptive digital curriculum.</p>	<p>Ensure that consideration of SEND needs are interwoven into our CPD offer</p> <p>Curriculum progress is tracked for all pupils</p> <p>Training for staff on effective target setting for SEND.</p>	SENDCo / Class Teachers	1–3 Years	<p>Pupils with disabilities meet or exceed progress targets; curriculum audit shows diverse representation.</p> <p>All children will safely access all extra-curricular activities</p>

Aim	Objectives	Actions to be taken	Person responsible	Timeframe	Success criteria
<p>Improve and maintain access to the physical environment</p>	<p>Short: Conduct a site accessibility survey.</p> <p>Medium: Upgrade signage and library accessibility.</p> <p>Long: Major structural maintenance (ramps/lifts).</p>	<p>Ensure all corridor widths remain clear of obstructions.</p> <p>Lower library shelving for wheelchair access.</p> <p>Schedule regular maintenance for lifts and disabled toilets.</p>	<p>Site Manager / Headteacher</p>	<p>Ongoing / 3 Years</p>	<p>Physical environment allows independent movement for all pupils; zero access-related complaints.</p>
<p>Improve the delivery of information to pupils with a disability</p>	<p>Short: Identify pupils requiring Braille or Large Print.</p> <p>Medium: Install induction loops in main halls.</p> <p>Long: Standardize symbolic signage school-wide.</p>	<p>Convert key school documents into Large Print/Braille.</p> <p>Use pictorial representations (e.g., Widgit symbols) in classrooms.</p> <p>Test and maintain induction loops for hearing-impaired pupils.</p>	<p>SENDCo / Admin Team</p>	<p>1–2 Years</p>	<p>All pupils can access school information independently; communication audit confirms accessibility.</p>

4. MONITORING ARRANGEMENTS

- 4.1. This document will be reviewed every 3 years, but may be reviewed and updated more frequently if necessary.
It will be approved by the Trust Leader (CEO).

5. LINKS WITH OTHER POLICIES

- 5.1. This accessibility plan is linked to the following policies and documents:
- Risk assessment policy
 - Health and safety policy
 - Equality information and objectives (public sector equality duty) statement for publication
 - Special educational needs (SEN) information report
 - Supporting pupils with medical conditions policy