



Heckmondwike Grammar School Academy Trust
HECKMONDWIKE GRAMMAR SCHOOL

ACCESSIBILITY PLAN

Drawn up: December 2013
Reviewed: March 2017
Next Review: March 2020

1. Introduction

On 1st October 2010, the Equality Act replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act (DDA) and Sex Discrimination Act.

The Act makes it unlawful for a school (Academy) to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions;
- In the way it provides education for pupils;
- In the way it provides pupils access to any benefit, facility or service;
- By excluding a pupil or subjecting them to any other detriment

Furthermore, The Act states, that as an employer, the Academy must not discriminate against a potential employee in respect of whether to offer a job or the terms on which it offers a job and must not discriminate against an existing employee in respect of the benefits, facilities and services it offers to employees including training opportunities, promotion or dismissal.

This plan sets out the proposals of the Governing Body of the Academy to increase access to education for disabled pupils in the following three areas:

- Improving the Academy environment to increase the extent to which disabled pupils can take advantage of education and associated services
- Increasing the extent to which disabled pupils can participate in the Academy curriculum
- Improving the delivery to disabled pupils of information which is provided in writing for pupils who are not disabled

Action plans and audit information are attached and these relate to the three main aspects of accessibility. These plans will be periodically reviewed and, if necessary, adjusted. It is anticipated that a new plan will be required approximately every three years.

The Accessibility plan will be published on the Academy web-site and should be read alongside the following policies, strategies and documents:

- Curriculum Statement
- Health & Safety Policy
- CPD Policy
- Equalities policy
- Medical Needs Policy
- Special Educational Needs Policy
- School Development Plan

The Academy's complaints procedure covers the Accessibility Plan.

2 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.

3. Vision and values

Heckmondwike Grammar School Academy will endeavour to ensure equality of opportunity for all its pupils and staff. Disabled pupils or prospective pupils will not be treated less favourably than other pupils or prospective pupils for reasons relating to a disability.

3. Pupil data

The latest information about pupils with Special Educational Needs and disability can be found in the Academy census return documents.