



Academy Accessibility Plan – 2017 to 2019

Under the Equality Act 2010 schools should have an Accessibility Plan. The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that “schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation”.

According to the Equality Act 2010 a person has a disability if:

- He or she has a physical or mental impairment, and
- The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

Firbeck Academy is committed to providing an environment that enables full curriculum access that values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability and to developing a culture of inclusion, support and awareness within the academy. The academy therefore:-

- has wheelchair access and we work with relevant organisations and agencies to adapt the environment and curriculum to ensure continuing access
- has disabled toilet facilities
- ensures our staff work closely with outside agencies such as the Pediatric Physiotherapy Team and Pediatric Occupational Therapy Team.
- is committed to ensuring that all students can take part in whatever activities are taking place within the academy and beyond. This involves providing care staff to enable participation in lengthy trips and providing Communication Support Workers to enable deaf students to have equal access
- encourages our pupils to show respect for all students whoever they are and to consider the needs of others to ensure that the academy is a safe and happy place for everybody within it, including those with disability

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

- Behavior Policy
- Curriculum Policy
- Equality & Diversity Policy
- Health & Safety Policy
- School Prospectus
- Academy Improvement Plan
- SEND Policy