



Accessibility Plan

Leigh Academy Tonbridge

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Date	Version no.	Brief detail of change

Introduction

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.

The Accessibility Plan is listed as a statutory document of the Department for Education's guidance on statutory policies for schools. 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 the Principal. The current Action Plan will be appended to this document.

Accessibility Plan

Leigh Academies Trust are committed to working together to provide an inspirational and exciting learning environment where all children can develop an enthusiasm for life-long learning. We believe that students should feel happy, safe and valued so that they gain a respectful, caring attitude towards each other and the environment both locally and globally.

This Accessibility Plan has been developed and drawn up based upon information supplied by the Local Authority, and consultations with pupils, parents, staff and governors of the academy. Other, outside agencies and specialists have also been consulted. The document will be used to advise other academy planning documents and policies and will be reported upon annually in respect of progress and outcomes.

The Plan is structured to complement and support Leigh Academies Trust equality objectives, and will similarly be published on the relevant academy website. We understand that the Local Authority will monitor the academy's activity under the Equality Act 2010 (and in particular Schedule 10 regarding Accessibility) and will advise upon the compliance with the Act.

Leigh Academies Trust is committed to providing an environment that enables full curriculum access that values and includes all students, 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 Accessibility Plan Actions for this academy as listed in *Appendix A*, show how access is to be improved for disabled pupils, staff and visitors to the academy within a given timeframe and anticipate the need to make reasonable adjustments to accommodate their needs where practicable. The Plan contains relevant and timely actions to:

- Monitor and develop access to the curriculum for students with a disability, expanding the curriculum as necessary to ensure that students with a disability are as equally prepared for life as are the able-bodied students. This covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural

activities or school visits. It also covers the provision of specialist or auxiliary aids and equipment, which may assist these students in accessing the curriculum within a reasonable timeframe.

- Improve and maintain access to the physical environment of the school, adding specialist facilities as necessary. This covers improvements to the physical environment of the academy and physical aids to access education within a reasonable timeframe.
- Improve the delivery of written information to students, staff, parents and visitors with disabilities; examples might include hand-outs, timetables, textbooks and information about the academy and school events; the information should be made available in various preferred formats within a reasonable timeframe.

Whole school training will recognise the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act 2010.

The Accessibility Plan for physical accessibility relates to the Access Audit of the academy in *Appendix B*, which remains the responsibility of the governing body. It may not be feasible to undertake all of the works during the life of this accessibility plan and therefore some items will roll forward into subsequent plans. For curriculum and materials accessibility the Accessibility Plan relates to the Access Audit of the academy in *Appendix C*. The accessibility audits will be completed by the academy prior to the end of each period covering this plan in order to inform the development of a new Accessibility Plan for the ongoing period.

Equality Impact Assessments will be undertaken as and when school policies are reviewed. The terms of reference for all governors' committees will include the need to consider Equality and Diversity issues as required by the Equality Act 2010.

This Accessibility Plan will be published on the school website.

This Accessibility Plan will be monitored through the relevant Governor Committee.

Each academy will work in partnership with Leigh Academies Trust and the Local Authority in developing and implementing this Accessibility Plan.

This Accessibility Plan may be monitored by Ofsted during inspection processes in relation to Schedule 10 of the Equality Act 2010.

This Accessibility Plan should be read in conjunction with academy policies, strategies and documents listed in *Appendix D*.

Aims and Objectives

Our aims are:

- Increase access to the curriculum for pupils with a disability
- Improve and maintain access to the physical environment

Our objectives are detailed in the Action Plan on *Appendix A*.

Current Good Practice

We aim to ask about any disability or health condition in early communications with new parents and carers. For parents and carers of students already at the school, we collect information on disability as part of our data collection forms that are sent out at the beginning of each academic year. We also liaise with outside agencies and health services involved with students for guidance in relation to equipment and strategies that may need to be used in order to ensure accessibility.

Physical Environment

Disabled students participate in extracurricular activities. All students are included in lunch times and break times with reasonable adjustments made, if necessary, to ensure that these times of the day are safe, enjoyable and accessible for all. All reasonable adjustments are included to ensure that academy trips are available to all students with risk assessments carried out.

Curriculum

This academy ensures that all students of all abilities have full access to the curriculum. Additional teaching aids and interventions are implemented as required to ensure full access.

Information

Different forms of communication are made available to enable all disabled students to express their views and to hear the views of others. Access to information is planned, with a range of different formats available for disabled students, parents and staff.

Access Audit

The access audit for the physical environment will take into account the design of the site such as, how many storeys, means of escape, width of corridors, main entrance access, disabled welfare facilities, disabled parking, signage, lighting and other access arrangements. Some academies will require a physical access audit for each separate building. See *Appendix B*. The access audit for the curriculum and materials will include disabled support, lesson design, specialist equipment and staff expertise. See *Appendix C*.

Management, Coordination and Implementation

Leigh Academies Trust, Governors and Senior Leaders of the academy take responsibility for the academy accessibility plan and will oversee any changes to the physical environment if needed in the future alongside planning for the funding of, or access to, available grants for these changes. We will consult with experts, including those from the Local Authority, when new situations regarding pupils with disabilities are experienced.

Leigh Academies Trust Estates Team will support academy Senior Leaders where appropriate to assist in enabling physical changes required.

Other departments within Leigh Academies Trust will support where appropriate. For example, Marketing with written information, IT with technology adjustments and Curriculum Leads with advice on increased access to learning.

Appendix A: Accessibility Plan Actions

Academy: Leigh Academy Tonbridge

Date: 13/03/24

Objective	Priority	Action	Responsible Person	By When	Date Complete
Increase the availability of written material in alternative formats	High	Investigate services available for converting written information into alternative formats so that if required the academy can meet the needs of individual students, parents and visitors	Office Manager	May 2024	
Improve the ability of teachers to differentiate the curriculum	Medium	CPD to include training on differentiation	Vice Principal	July 2024	
Assess the feasibility of installing disabled access to front of science block	Low	Request support and quotes from Estates regarding this access. Pending the outcome of the feasibility study, options to be reviewed	Principal	October 2024	

Appendix B: Access Audit - Physical Environments

Academy: Leigh Academy Tonbridge

Building: Whole site

Date: 07/03/2024

Question	Answer or n/a	Comment
1. Is there any car parking on site or in the vicinity?	Yes	
2. Is there any designated parking for Disabled Parking Badge Holders?	Yes	
(a) Does it comply with the standard size and layout?	No	Dimensions are not compliant, however, this is compensated by the location and does not impede accessibility
(b) How far is the designated parking from the main entrance approximately? (Should be no more than 50m)	30m	
(c) What is the surface of the car park? (gravel, tarmac, etc.)	Tarmac	
(d) Is the car park well lit?	Yes	
3. Is there a bus stop in the vicinity? (within 50m)	Yes	
4. Is the route to the main entrance clearly signed?	Yes	
(a) Is the route suitable for wheelchair users?	Yes	
(b) Are there dropped kerbs where necessary?	Yes	
(c) Is this route suitably lit?	Yes	
5. Is the main entrance level, ramped or stepped?	Level	
(a) If stepped, are there handrails on both sides?	n/a	
(b) Are the nosings colour contrasted? (rounded edge of steps)	n/a	
(c) Is there a tactile warning strip at the top?	n/a	
(d) What is the rise of the steps?	n/a	
(e) What is the going of the steps? (horizontal distance between the face of the first and last risers)	n/a	
(f) How many steps in a flight?	n/a	
(g) Is there a ramp alongside the steps?	n/a	
(h) What is the gradient of the ramp?	n/a	
(i) What is the length of the ramp?	n/a	
(j) Is there a level platform at the top of the ramp?	n/a	
6. Is the entrance door automatic or manual?	Automatic	

7. Does at least one door give a minimum clear opening width of 800mm?	Yes	
8. Is the door furniture at a reasonable height and colour contrasted from the frame? (1400mm from ground level)	Yes	
(a) If there is a doorbell or entry system, is it at a reasonable height? (1200mm from ground level)	Yes	
(b) Is the entrance mat of firm texture and flush with the floor?	Yes	
(c) Is there a vision panel at wheelchair level?	Yes	
9. Is at least part of the reception desk at a wheelchair accessible height?	Yes	
(a) Is there a hearing induction loop or other amplifying device fitted in reception?	No	
(b) Is there any seating in the waiting area?	Yes	
(c) If yes, is there a mix of seats with arms and seats without arms?	Yes	
(d) Is there space for a wheelchair user to wait?	Yes	
10. Is all the ground floor accessible?	Yes	
11. Is there a lift in the building?	No	Lift available in Bevan building only
(a) Is it a full passenger lift?	Yes	
(b) If a passenger lift does it comply with Part M regulations? (2m wide by 1.4m deep)	Yes	
(c) Is it a platform stair lift?	No	
(d) Is it a platform lift?	No	
12. Is the staircase suitable for ambulant disabled people? (wide range of disabilities who are not regular wheelchair users)	Yes	
(a) What is the rise of each step? (Height)	150mm	
(b) What is the going of each step? (Depth)	200mm	
(c) Are the nosing of each step colour contrasted? (Rounded edge of step)	Yes	
(d) How many steps in each flight?	10	
(e) Are there any intermediate landings?	Yes	
(f) Are the handrails continuous on both sides?	Yes	
(g) Do the handrails extend 300mm past the top and bottom steps?	Yes	
13. Do all internal doors give a minimum clear opening width of 750mm?	Yes	
14. Is the door furniture at a reasonable height?	Yes	

(a) Is there a vision panel at a wheelchair height?	No	Vision panels on the majority of doors
15. Are there any internal ramps in the building?	No	
(a) If yes, what are the gradients?	n/a	
(b) What are the lengths of the ramps?	n/a	
(c) Are handrails on the ramps	n/a	
16. Is there a wheelchair accessible WC cubicle?	Yes	
(a) Does it comply with the minimum dimensions of 2000mm x 1500mm?	Yes	
(b) Does it comply with the dimensions in BS 8300 2200mm x 1500mm	Yes	
(c) Are the grab-rails colour contrasted from the background?	No	Not in all disabled cubicles
(d) Are the hand washing and drying facilities within easy reach of anyone sitting on the WC?	No	Not in all disabled cubicles
(e) Is there an emergency pull-cord that reaches down to the floor?	No	
17. Is there a textphone in the building? (landline phone that has a keyboard and display screen)	No	
18. Is there a public telephone?	No	
(a) Is it at a reasonable height for wheelchair users? (card or coin slot 1200mm from floor level)	n/a	
(b) Does it have an acoustic hood?	n/a	
19. Is the main hall fitted with a hearing induction loop?	No	
20. If kitchen facilities are available are they at a wheelchair accessible height?	No	

Appendix C: Access Audit - Curriculum and Materials

Academy: Leigh Academy Tonbridge

Date: 15/03/24

Section A - Curriculum

Question	Answer or n/a	Comment
Do you ensure that teachers & teaching assistants have the necessary training to teach and support disabled pupils?	Yes	
Are your classrooms optimally organised for disabled pupils?	No	No wheelchair users currently learn or work in academy
Do lessons provide opportunities for all pupils to achieve?	Yes	
Are lessons responsive to pupil diversity?	Yes	
Do lessons involve work to be done by individuals, pairs, groups & the whole class?	Yes	
Are all pupils encouraged to take part in music & physical activities?	Yes	
Do staff recognise and allow for the mental effort expended by some disabled pupils, for example using lip reading?	Yes	
Do staff recognise and allow for the additional time required by some disabled pupils to use equipment in practical work?	Yes	
Do staff provide alternative ways of giving access to experience or understanding for disabled pupils who cannot engage in particular activities, for example some forms of exercise in physical education?	Yes	
Do you provide access to computer technology appropriate for students with disabilities?	Yes	
Are school visits, including overseas visits, made accessible to all pupils irrespective of attainment or impairment?	Yes	
Are there high expectations of all pupils?	Yes	
Do staff seek to remove all barriers to learning and participation?	Yes	

Section B - Materials

Question	Answer or n/a	Comment
Do you provide information in simple language, symbols, large print, on audiotape or in Braille for pupils and prospective pupils who may have difficulty with standard forms of printed information?	Yes	
Do you have the facilities such as ICT to produce written information in different formats?	Yes	
Do you ensure that staff are familiar with technology and practices developed to assist people with disabilities?	Yes	

Appendix D: Policies, Strategies and Documents

Academy: Leigh Academy Tonbridge

Date: 13/02/2024

The Accessibility Plan should be read in conjunction with the following Trust and academy documents:

- [Health & Safety Policy](#)
- [Equal Opportunities Policy \(staff\)](#)
- [Student Equal Opportunities](#)
- [Behaviour & Attitudes Policy](#)
- [Teaching & Learning Policy](#)
- [Safeguarding & Child Protection Policy](#)
- [Special Educational Needs & Disabilities Policy](#)
- [Staff Wellbeing Policy](#)
- [Supporting Students with Medical Needs Policy](#)
- [Academy Prospectus](#)