

ACCESSIBILITY PLAN

Document Owner: Director of Inclusion

Date: September 23

Status: Statutory



part of the

Document Type	Accessibility Plan (Mill Hill)			
Reference/Version Number	CLT-ACC/MH-V1.4			
Summary	Our Academies aim to treat all students fairly and with respect. This involves providing access and opportunities for all students without discrimination of any kind.			
Associated Documents	<ul style="list-style-type: none"> • Risk Assessment Policy • Health & Safety Policy • Special Educational Needs (SEN) Information Report 	<ul style="list-style-type: none"> • Supporting Pupils with Medical Conditions • Equality Information & Objective Statement 		
Target Audience	All Employees			
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Document Owner	Director of Inclusion			
Review Body	Policy & Procedures Working Group	Meeting Date	22.4.21 20.5.21 22.9.21 15.03.23	
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VERSION CONTROL

Version No:	Type of change	Date	Revisions from previous version
V1.2	Bi-Annual Review	Sept 2021	
V1.3	Interim Annual Review	March 23	Reviewed and updated actions Page 5
V1.4	Interim Periodic Review	Sept 23	Reviewed and updated actions Section 4

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1. STATUS

- a. Statutory.

2. AIMS & OBJECTIVES

- a. Schools are required under the Equality Act 2010 to have an accessibility plan. The purpose of the plan is to:
 - i. Increase the extent to which disabled pupils can participate in the curriculum
 - ii. Improve the physical environment of the school to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
 - iii. Improve the availability of accessible information to disabled pupils
- b. Our Academy aims to treat all its students fairly and with respect. This involves providing access and opportunities for all students without discrimination of any kind.
- c. Mill Hill Primary Academy are a highly-inclusive school and provide an accessible curriculum, buildings, facilities and information, this is a core aim within the Academy ethos.
- d. The plan will be made available online via the Academy website, and paper copies are available upon request.
- e. The Academy is committed to ensuring staff are trained in equality issues with reference to the Equality Act 2010, including understanding disability issues.
- f. The Academy complaints procedure covers the accessibility plan. If you have any concerns relating to accessibility, this procedure sets out the process for raising these concerns.
- g. We have included a range of stakeholders in the development of this accessibility plan.

3. LEGISLATION & GUIDANCE

- a. 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.
- b. 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.
- c. 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.
- d. 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.
- e. This policy complies with our funding agreement and articles of association.

