



Joseph Leckie Academy

Accessibility Policy

Approved by JLA Trust Board:

Last reviewed on: 01/2024

Next review due by: 12/2026

1. Vision

1.1 At Joseph Leckie Academy, staff and governors are committed to ensuring that all students are offered the best possible chance to reach their potential, irrespective of their abilities. We believe that no child should ever be left out; at Joseph Leckie Academy we are all equals.

2. Document Brief

2.1 This document addresses the statutory requirements of the Equality Act 2010 (which replaces the Disability Discrimination Act 1995) and to further the aims of our vision, by continuing to improve all aspects of the physical environment of the Academy, curriculum access and information accessibility which will allow all disabled students to take full advantage of the education and associated opportunities provided by the Academy.

2.2 Whilst every endeavour possible is made to make reasonable adjustments to accommodate all students and staff, allowing them to participate fully in school life at the Academy, the geography of our site and the aging status of our buildings, prevents us from being a fully accessible site.

3. Definition (Equality Act 2010)

3.1 "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"

4. Recent Academy Developments:

- All modern buildings on site: CBB, KWB & KWB2 providing lift access to upper floors.
- Purchase of evacuation chairs for CBB, KWB and KW2 and staff provided with associated training.
- External step edgings repainted to improve visibility.
- Internal step edgings replaced to improve visibility.
- Disabled refuge points in CBB, KWB & KWB2.
- Hearing induction loops located in several classrooms in KWB. Portable units available on site.
- Facilities in any new facilities designed to meet accessibility needs.

5. Individual Staff / Student Additional Needs

5.1 Priorities set out in this document may alter to accommodate the ever changing requirements of individuals, as advised by the Academy Business Manager, SENCO, Associate Principal or CEO.

5.2 Where a staff member or student is identified as having additional needs, the Academy when necessary will liaise with external agencies for specialist guidance to ensure we are able to make reasonable adjustments to provide inclusivity wherever possible.

6. Site Management

6.1 To ensure that any developments do not fall into a state of disrepair, all improvements made under this accessibility plan will be built into the regular checks that are made by the Site Team and Estates Manager.

6.3 Specific Priorities include:

- To review all surfaces and replace as appropriate, where possible with new or flat tarmac surfaces.
- To regularly maintain all hand rails around school site ensuring their appropriateness and visibility.
- To maintain services of lifts and good condition of ramps
- To maintain the Academy fire alarm as appropriate as finances allow.
- To review the Academy's responsibilities in this area under the provisions of the Equality Act (2010).

6.4 In addition to these, future developments on site will include:

- Where possible switches, alarm controllers and door handles will be at a wheelchair accessible height.
- Evacuation chairs continued to be installed on site in relevant areas and staff training to be continued.
- Continuation of installation of hearing induction loops where possible and where finances allow.

7. Curriculum

7.1 The Academy actively seeks the support and advice of all relevant services/agencies to ensure the curriculum is accessible (where physically possible) to all students. Relevant modifications to the delivery of the curriculum are negotiated on an individual basis as required.

7.2 Including:

- The PE activities offered to students altered/supported based on individual needs (where possible).
- Consideration given to reviewing location and delivery of curriculum subjects due to the needs of individual students.
- SEN TA's allocated to students to help throughout the Academy day.
- Providing curriculum material in large print for visually impaired students.
- Ensuring, where appropriate, curriculum access for students with physical disabilities provided at ground floor level or in areas where a passenger lift and evacuation chairs are available.

8. Accessibility of Information

8.1 At Joseph Leckie Academy we commit to ensuring that all information disseminated is done so in such a way as to be inclusive for all relevant audiences.