ACCESSIBILITY PLAN

1   Sponsors' Statement

1.1   All The Bishop of Winchester Academy policies exist to support the Sponsors' vision, Christian ethos and values that are embedded in the day-to-day and long term running of the Academy. Each policy evidences the commitment of the Sponsors to the principles and values of honesty, respect, hospitality, compassion, love, forgiveness, self-discipline, creativity and hope. This policy contributes to the development of young people and the community through all Academy activities and in particular through the specialism of Enterprise and Innovation, and Maths.

2   Introduction

2.1   This plan seeks to address the statutory requirements of the Equality Act 2010 (which replaces the Disability Discrimination Act 1995) and to further the aims of our Vision Statement by:

    i.   Continuing to improve all aspects of the physical environment of the Academy site and other resources so that all disabled students can take full advantage of the education and associated opportunities provided by the Academy.

3   Who does this policy apply to?

3.1   This policy applies to all staff, students, Governors and visitors of The Bishop of Winchester Academy.

4   Who is responsible for carrying out this policy?

4.1   The implementation of this policy will be monitored by the Governing Body of The Bishop of Winchester Academy and remain under constant review by a designated member of the Academy Leadership Team.

5   What are the principles behind this policy?

5.1   *Definition (Equality Act 2010)*
'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.'

6   Recent Academy developments
    2012   Disabled car parking bays provided on the Academy site.
    2013   Disabled toilet and shower area included as part of the new build.
    2013   New fire alarm installed which meets the needs of persons with impaired hearing.
    2013   New building conforming to DDA requirements including lift/disabled toilets.
    2013   Disabled call points installed at each floor by staircases as part of the new build.
    2014   Refurbished Technology and Science classrooms include height adjustable workstations.
    2014   Refurbishment of old building includes lifts for all stairs.

7   Maintenance and Renewal

7.1 To ensure that these developments do not fall into disrepair, all improvements made under this Accessibility Plan will be built into the regular checks of the Facilities Manager and Resources Manager.

8 Meeting individual needs

8.1 Priorities set out in this plan may change to accommodate the changing needs of individuals, as advised by the SENCO and Line Managers for staff.

8.2 *Specific priorities include:*
- Regular service and review of the fire alarm system.
- To review the allocation, availability and state of repair of disabled car parking bays on site.
- To review the Academy's responsibilities in this area under the new provisions of the Equality Act (2010).

8.3 In addition to these priorities the Academy will consider the provision of induction loops around the Academy site.

Curriculum delivery

8.4 The Academy's SEN policy details the Academy's approach to the delivery of the curriculum. The Academy actively seeks the support and advice of all relevant services to ensure the curriculum is accessible to all students. Relevant modifications to the delivery of the curriculum are negotiated on an individual basis as required.

9 Associated policies and plans
This plan should be read in conjunction with other relevant documents including:
- Equal Opportunities policy
- Special Educational Needs policy
- School Development Plan

10 Policy review

10.1 This plan has the status of a policy and will be reviewed annually by the Academy Leadership team as part of the Academy annual review process.

10.2 This plan will be reviewed and submitted to the Governing Body. This will allow Governors to assess its implementation and effectiveness.

10.3 This plan will be actively promoted and implemented throughout the Academy.

Reviewed and update June 2015
Reviewed August 2016