



orchard
Education

Accessibility Policy

Orchard Education Ltd
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Accessibility Policy

This Accessibility Policy is compliant with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010.

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” Physical or mental impairment includes sensory impairments and also hidden impairments. In the DDA ‘**substantial**’ means ‘**more than minor or trivial**’. ‘**Long-term**’ means **has lasted or is likely to last more than 12 months**.

The definition is broad and includes children with a wide range of impairments, including learning disabilities, dyslexia, autism, speech and language impairments, Attention Deficit and Hyperactivity Disorder (ADHD), diabetes or epilepsy, **where the effect of the impairment on the pupil’s ability to carry out normal day-to-day activities is adverse, substantial and long-term**. All those with cancer or surviving cancer; HIV or Multiple Sclerosis are now included from the point of diagnosis.

A significant number of pupils are therefore included in the definition.

Normal day-to-day activity

The test of whether the impairment affects normal day-to-day activity is whether it affects one or more of the following:

- Mobility
- Manual dexterity
- Physical co-ordination
- Continence
- Ability to lift, carry or otherwise move everyday objects
- Speech, hearing or eyesight
- Memory or ability to concentrate, learn or understand
- Perception of risk of physical danger
- Learning and/or cognition
- Emotional well-being

The Accessibility Policy is structured to complement and support the school’s Equality Objectives and will similarly be published on the school website. We are 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 reinforcing our culture of inclusion, support and awareness within the academy.

The School’s commitment is to:

Increase access to the **curriculum** for students with a disability, ensuring that students with a disability are as equally prepared for life as are our students who do not have a disability; (If a school/academy fails to do this they are in breach of duties under the Equalities Act

2010); this covers teaching and learning and the wider curriculum of the school such as participation in after-school clubs, leisure and cultural activities or academy visits - it also covers the provision of specialist or **auxiliary aids and equipment**, which may assist these students in accessing the curriculum.

On successful referral of SEN learners to the school, the school support team will consult and plan for all areas of the educational health plan, ensuring where possible effective integration into the curriculum and school.

To improve access to the **physical environment**, adding specialist facilities as necessary - this covers improvements to the physical environment of the school site and physical aids to access education within a reasonable timeframe:

The school is in continual development to ensure that accessibility for all learners regardless of their educational, physical or emotional status is accommodated to the best of the school's ability.

The school pledges a period of **30 days** to reasonably develop any accessibility resources required to ensure no young person is disadvantaged in access to our curriculum, building or school.

In the event that the school cannot meet the learner needs, the school will work with strategic partners to ensure that positive pathways are identified.

This document will be evaluated and reviewed within one year of its current date.

	Initial	Review 1	Review 2	Review 3
Signed		D. Melia	D.Melia	
Position		Director	Director	
Date		20.08.17	31/08/18	