

Cambridge Academy for Science and Technology

Accessibility Policy

Owner:	Danielle Pacey
Review Cycle:	Annual
Approved by:	Local Governing Body
Approved on:	July 2025
Next review due by:	July 2026



United Learning Accessibility Plan

The policy should be read in conjunction with the school's;

- SEND policy
- Supporting students with a medical policy
- Attendance policy
- Health and Safety policy
- Equality and diversity policy
- Behaviour Policy

1. Aims

Schools are required under the Equality Act 2010 to have an Accessibility Plan. The purpose of the plan is to:

- Increase the extent to which disabled pupils can participate in the curriculum
- Improve the physical environment of the school to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
- Improve the availability of accessible information to disabled pupils

Our school aims to treat all its pupils equally and with respect. Providing access and opportunities for all pupils without discrimination of any kind is paramount in being an inclusive school. We are committed to providing an environment that enables full curriculum access and values all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional, and cultural needs.

Training of staff is a crucial step in reducing any discrimination, therefore our school regularly trains all staff and governors on equality issues, including the Equality Act 2010.

Our school's complaints procedure covers the accessibility plan. If you have any concerns relating to accessibility in school, the complaints procedure sets out the process for raising these concerns.



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2. Legislation and guidance

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](#). This plan complies with Section 69 (2) of the Children and Families Act 2014 Regulation 51 and also schedule 1 of the Special Educational Needs and Disability Regulations 2014.

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.

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.

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 auxiliary aid or adjustments to premises.

We define equality in line with the Equality Act 2010 and recognise the following protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

We take all advice, guidance and support needed to ensure we meet the needs of children and adults with disabilities, for example from healthcare professionals.

3. Action plan

The Accessibility Plan shows how access can be improved for disabled pupils, staff and visitors to the school in a given timeframe and anticipating the need to make reasonable adjustments to accommodate their needs where practicable.

It may not be feasible to undertake all of the works during the life of the Accessibility Action Plan and therefore some items will roll forward into subsequent plans.

An accessibility audit will be completed by the school towards the end of each period covering the plan and will be used to inform to actions of any subsequent plans.



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The 3 areas considered in this plan are:

a) **Improving Education and related activities** - The school will continue to seek and follow the advice of appropriate specialists. The school's SENDCo, in conjunction with class teachers, has the day-to-day responsibility for monitoring the progress and attainment of pupils with disabilities, and ensuring reasonable adjustments are made to enable them to access the curriculum and wider school activities, such as trips and extra-curricular clubs. Staff will be provided with appropriate CPD to enable them to devise a curriculum which seeks to remove potential barriers to learning and addresses the needs of all pupils. The curriculum will also include opportunities to raise awareness of disability in order to promote understanding.

b) **Improving the physical environment of the school for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and benefits, facilities or services provided or offered by the school** - The school will take account of the needs of pupils and visitors with physical difficulties and sensory impairments when planning and undertaking future improvements and refurbishments of the site and premises, such as improved access, lighting, acoustic treatment, and colour schemes, and more accessible fixtures and fittings.

c) **Improving the provision of information** -The school will make itself aware of local services, including those provided through the Local Authority, for providing information in alternative formats when required or requested.



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Accessibility Action Plan 2025-2027			
Section 1: How does school deliver the curriculum? (Educational Provision)			
Accessibility outcome	Actions	Person Responsible	Timescale
All students have access to a broad, balanced and relevant curriculum. All students have access to a broad range of accredited courses.	Curriculum review in 2025/26 and benchmarked against comparable schools and UL curriculum principles. Options/Wider curriculum programme reviewed at least annually. Participation in extracurricular activities by different groups of students to be monitored. No curriculum narrowing for students unless in exceptional circumstances.	Principal / SLT / Head of Wider Curriculum	April 2026 Annual review Annual review
All students with excellent attendance so that all students benefit from access to an excellent curriculum.	Implementation of Attendance curriculum. Updated Attendance policy. Student attendance monitoring. Parent letters and meetings as required.	SLT	September 2025 October 2025 Weekly review
The aim is to continually challenge discrimination and harassment.	Monitor implementation of PSHE programme and update to current context as appropriate. Training delivered to staff. Any incidents of discriminatory behaviour or actions recorded. Promote a zero tolerance to any form of discrimination and harassment.	Principal / SLT / SENDCo	Termly review
Lessons are delivered in a way that is as accessible to all but does not compromise on challenge.	Training delivered to staff inclusive teaching strategies. SEND policy in place and followed. Needs assessments undertaken – E.g. SEND diagnosis, strategy sheets developed, EHCP (Education and Health Care Plans) applications made, IAEP (Individual Alternative Education Plans) put in place and reviewed.	SLT / SENDCo	Termly review
To improve staff awareness of disability issues.	Review staff training needs. Provide training for members of the school community as appropriate.	Principal / SENDCo	At least annually
Section 2: Is school designed to meet the needs of all pupils? (Physical Environment)			
Accessibility outcome	Actions	Person Responsible	Timescale
All students and staff can access all rooms for lessons.	Ensure lift is working and all necessary people have a lift pass. Ensure access to rooms are clear for disabled access.	Principal / Site Supervisor / Business Support Coordinator	Termly review



Everyone can evacuate the building safely in an emergency.	Fire escape plan to be reviewed and updated as required and at least annually. Fire Warden Training annually. Refuge areas are always kept clear. At least 2 staff are trained to use evac chairs to help students with mobility issues.	Principal / Health and Safety coordinator	Annual review
All students have access to toilet facilities.	Disabled toilet access on each floor available. Enough toilet cubicles available and working for the number of individuals in the building.	Principal / Site Supervisor	Jan 2026 Termly review
Section 3: How does school deliver materials in other formats? (Provision of Information)			
Accessibility outcome	Actions	Person Responsible	Timescale
All stakeholders can access information on the website in appropriate format.	Website can be translated to a wide variety of languages. Information about requesting hard copies of information is on the website. Investigate if documents can be provided in other accessible formats e.g. larger font.	Principal / Business Support Coordinator	Annual review

4. Monitoring arrangements

This document will be reviewed every year. It will be reviewed by the Governing board, Principal, SENDCo and Health and Safety lead.



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