



Huddersfield Horizon SCITT

Accessibility Policy

Proposed Review Date: 1st September 2023

Proposed Reviewer: Emily Beach, SCITT Director

As a Rights Respecting School, the following articles taken from the UNCRC, underpin a child's rights within this policy.

Article 3: All adults should do what is best for you. When adults make decisions, they should think about how their decisions affect you.

Article 16: You have the right to privacy.

Article 23: You have the right to special care if you have a disability, as well as all the rights in the CRC, so that you can live a full life.

Article 24: You have the right to the best health care possible.

Article 28: You have the right to a good quality education. You should be encouraged to study to the highest level you can.

Under the Equality Act 2010 schools should have an Accessibility Plan. The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that "schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation". According to the Equality Act 2010 a person has a disability if:

- a) He or she has a physical or mental impairment, and
- b) The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

The Accessibility Plan is structured to complement and support the partnership's Equality Objectives, and will similarly be published on the school website. We understand that the partnership's activity will be monitored under the Equality Act 2010 (and in particular Schedule 10 regarding Accessibility) and will advise upon the compliance with that duty.

The Huddersfield Horizon SCITT is committed to providing an environment that enables full training access that values and includes all pupils, trainees, 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 developing a culture of inclusion, support and awareness within the partnership.

Our Accessibility Plan shows how access is to be planned for disabled trainees within a given timeframe and anticipating the need to make reasonable adjustments to accommodate their needs where practicable.

The Accessibility Plan contains relevant and timely actions to:-

Increase access to the curriculum for trainees with a disability, expanding the training as necessary to ensure that trainees with a disability are as, equally, prepared for life as are the able bodied pupils; (If a school fails to do this they are in breach of their duties under the Equalities Act 2010)

Improve and maintain access to the physical environment of the partnership, adding specialist facilities as necessary – this covers improvements to the physical environment of the school and physical aids to access education within a reasonable timeframe;

Improve the delivery of written information to trainees with disabilities; examples might include hand-outs, timetables, textbooks and information about the school and school events; the information should be made available in various preferred formats within a reasonable timeframe. Core Based training will recognize the need to continue raising awareness for trainees on equality issues with reference to the Equality Act 2010.

The Accessibility Plan for physical accessibility relates to the Access Audit, which remains the responsibility of the Directors of the Trust.

An accessibility audit will be completed by the school prior to the end of each period covering this plan in order to inform the development of a new partnership Plan for the ongoing period. Equality Impact Assessments will be undertaken as and when school policies are reviewed. The terms of reference for all governors' committees will include the need to consider Equality and Diversity issues as required by the Equality Act 2010.

The Accessibility Plan will be published on the SCITT website.

The Accessibility Plan will be monitored through the Directors

The SCITT will work in partnership with South Pennine Academies in developing and implementing this Accessibility Plan.

The Accessibility Plan may be monitored by Ofsted during inspection processes in relation to Schedule 10 of the Equality Act 2010