

# NMAT ACCESSIBILITY POLICY (Statutory)



## Preamble

This plan is drawn up in accordance with the Equality Act 2010.

## Definition of Disability

Disability is defined under the Equality Act 2010 as “A physical or mental impairment that has a ‘substantial’ and ‘long term’ negative effect on your ability to do normal daily activities.”

## Key Objective

To reduce and eliminate barriers to access the curriculum and to full participation in the NMAT Academies community for students, and prospective students, with a disability.

## Principles

1. Compliance with the Equality Act is consistent with the Trust’s aims and equal opportunities policy, and the operation of the Academy’s SEN policy;
2. The Trust recognises its duty under the Equality Act:
  - a. Not to discriminate against disabled students in their admissions and exclusions, and provision of education and associated services,
  - b. Not to treat disabled students less favourably,
  - c. To take reasonable steps to avoid putting disabled students at a substantial disadvantage,
  - d. To publish an Accessibility Plan.
3. In performing their duties, the Trustees, Governors and staff will have regard to the Equality and Human Rights Commission Equality Act guidance (2011);
4. The Trust recognises and values parents’ knowledge of their child’s disability and its effect on his/her ability to carry out normal activities, and respects the Parents’ and child’s right to confidentiality;
5. The Trust provides all students with a broad and balanced curriculum, differentiated and adjusted to meet the needs of individual students and their preferred learning styles; and endorses the key principles in the National Curriculum 2014 framework, which underpin the development of a more inclusive curriculum:
  - a. setting suitable learning challenges
  - b. responding to students diverse learning needs
  - c. overcoming potential barriers to learning and assessment for individuals and groups of students.

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**This policy will be kept under regular review in light of legal developments and best practice.**

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## Activity

This section outlines the main activities which the Trust and its Academies undertake, and is planning to undertake, to achieve the Key Objective.

### A. Education & related activities

The Academy will continue to seek and follow the advice of specialist professionals, such as specialist teacher advisers and SEN inspectors/advisers, and of appropriate health professionals from the local NHS Trusts.

### B. Physical environment

The Trust and its Academies will take account of the needs of students 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 facilities and fittings.

### C. Provision of information

The Trust and its Academies will make itself aware of local and national services for providing information in alternative formats when required or requested.

## Linked Policies

This Plan will contribute to the review and revision of related Academy policies, e.g.

1. All Academy Development Plans
2. SEN Policy
3. Equality Duty Statement
4. Equality Policy
5. Curriculum policies
6. All campus Development Plans