

*At Weaver Trust, we work to ensure that all in our community believe, belong, and thrive. This policy is informed by our Trust's vision of inspiring all to believe in their own ability to achieve their full potential, both academically and socially. By living by our values of being innovative, responsible and caring, we create powerful learning communities - positively impacting all.*

## **1. Compliance**

- 1.1 This policy has been prepared with due regard to the following statutory provisions and guidance:
  - 1.1.1. Equality Act 2010
  - 1.1.2. Disability Discrimination (Prescribed Times and Periods for Accessibility Strategies and Plans for Schools) (England) Regulations 2005
  - 1.1.3. The Department for Education's guidance, "The Equality Act 2010 and schools" May 2014.

## **2. About this Accessibility Plan**

- 2.1 This document should be read in conjunction with the Weaver Trust Equality Statement.
- 2.2. Everyone at Weaver Trust has equal value. Weaver Trust's Equality Statement is based on the principle of respect for each individual. Weaver Trust is committed to taking positive action in the spirit of the Equality Act 2010 and all members of Weaver Trust are committed to developing a culture of inclusion, support and awareness within Weaver Trust so that each individual can grow and flourish regardless of Sex, Race, Religion Faith or Belief, Disability, Age, Sexual Orientation, Age, Gender Re-assignment, Marriage and Civil Partnership and Pregnancy and Maternity (the Protected Characteristics).
- 2.3. This accessibility plan will be reviewed every 3 years.

## **3. Objectives**

- 3.1 The key objectives of Weaver Trust's accessibility plan are to reduce and eliminate any barriers to access the curriculum and to full participation in the Weaver Trust community for current pupils and prospective pupils with a disability and to help provide a safe, caring and friendly environment for all members of Weaver Trust. In particular, this Accessibility Plan sets out the proposals of how Weaver Trust intends to increase access to education for disabled pupils in three key areas, as follows:
  - 3.1.1. promoting opportunities for disabled pupils to participate in the Weaver Trust curriculum;
  - 3.1.2. developing the physical environment of Weaver Trust to ensure that disabled pupils can take advantage of education and associated services; and,
  - 3.1.3. ensuring that information is provided in the appropriate formats for disabled pupils, staff, parents and visitors so that they are not disadvantaged.

**1. Improving Access to the Curriculum**

| <b><u>Actions / Targets</u></b>   | <b><u>Strategies</u></b>   | <b><u>Outcome</u></b>  | <b><u>Timeframe</u></b> | <b><u>Responsibility</u></b> | <b><u>Monitoring</u></b> |
|---|--|--|-------------------------|------------------------------|--------------------------|
| <b>Ensure that the Accessibility Plan becomes an annual agenda item for Trustees</b>          | Clerk to <b>Trustees</b> to add to agenda.<br><br><b>Trustees</b> to review / amend accessibility plan as necessary.   | Adherence to legislation.  |                         |                              |                          |
| <b>Ensure all policies consider the implications of disability access</b>                     | Review all policies to analyse the impact on pupils/employees with disabilities.<br><br>Consult pupils and employees on any proposed changes.<br><br>Implement new policies as necessary.              | Policies reflect current legislation and best practice.  |                         |                              |                          |
| <b>Improve employee awareness of disability issues</b>  | Identify pupils with an SEN statement and/or EHCP and ensure that SEN information available to all employees.<br><br>Review employee training needs and provide training for employees as appropriate. | Whole-Trust community aware of issues.   |                         |                              |                          |
| <b>Annual review of curriculum to ensure that needs of pupils are met</b>                     | Regularly review SEN provision.  | All pupils regardless of SEN or disability have full access to the curriculum and feel included.                                   |                         |                              |                          |
| <b>Ensure that external agency support is identified and delivered for all pupils in need</b> | Assess the needs of all pupils and contact external agencies as necessary.   | Wider ranges of teaching styles used.<br><br>Pupils with identified needs have access to additional resources to support learning. |                         |                              |                          |

Weaver Trust – Accessibility Plan – September 2025

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| <b>Provide specialist equipment to promote participation in learning by all pupils</b>              | <p>Assess the needs of pupils in each class and provide specialist equipment as needed.</p> <p>Use multimedia activities to support most curriculum areas.</p> <p>Use interactive IT equipment.</p> <p>Use specific equipment sourced from occupational therapy.</p>  | Pupils will be able to develop independent learning skills.  |  |  |  |
| <b>Continue to train employees to enable them to meet the needs of children with a range of SEN</b> | <p>SENCO to review the needs of pupils and provide training to employees as needed.</p> <p>Employees dealing with vulnerable groups undertake the appropriate training from external agencies as necessary.</p> <p>All employees have access to pupil SEN support plans to understand how they can provide assistance generally.</p> <p>Ensure that extra training is readily available on request.</p> | <p>Employees are able to enable all children to access the curriculum.</p> <p>Sustained progress made by all pupils.</p>   |  |  |  |
| <b>Ensure that all pupils are able to access extra-curricular activities</b>                        | <p>Review out-of-school provision to comply with legislation.</p> <p>Provide the necessary training to employees.</p> <p>Ensure that there is sufficient support staff to assist the disabled pupils.</p>   | <p>All providers of out-of-school education will comply with legislation to ensure that needs of all children are met.</p> <p>More opportunities available for pupils with disabilities.</p> |  |  |  |
| <b>Promote the involvement of disabled pupils in classroom activities</b>                           | <p>Train relevant employees.</p> <p>Create positive images of disability within Weaver Trust so that pupils have some</p>   | Greater involvement and participation by disabled pupils.  |  |  |  |

## Weaver Trust – Accessibility Plan – September 2025

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|  | understanding of the needs of disabled pupils.<br><br>Use specialist equipment. |  |  |  |  |
| <b>Provide activities for disabled pupils at break and lunch times</b> | Supervised safe space with activities for disabled pupils.                      | Improved confidence, attendance, self-esteem and social interaction. |  |  |  |

## 2. Improving Access to the Physical Environment

| <u><b>Actions / Targets</b></u>   | <u><b>Strategies</b></u>  | <u><b>Outcome</b></u>   | <u><b>Timeframe</b></u> | <u><b>Responsibility</b></u> | <u><b>Monitoring</b></u> |
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| <b>Ensure all pupils/parents/visitors can access all areas of Weaver Trust</b>    | <p>Undertake and audit of the accessibility of Weaver Trust buildings and grounds. Suggest actions and implement as budget allows.</p> <p>Ramps and lifts available at relevant points to ensure access to all parts of the site, regardless of disability.</p> <p>Include questions in the Weaver Trust surveys about pupil/parent access needs.</p> <p>Utilise disabled parking spaces for disabled to drop off and collect children.</p> | <p>Modifications made to Weaver Trust building to improve access.</p> <p>All areas of Weaver Trust building accessible.</p> <p>All disabled parents and pupils have every opportunity to be involved.</p> |                         |                              |                          |
| <b>Ensure classrooms optimally organised for disabled pupils</b>                  | Obtain guidance from specialists (hearing impaired service, autism service, speech & language, educational psychology, family support etc.).  | Disabled pupils able to access learning environment more effectively.   |                         |                              |                          |
| <b>Improve signage of evacuation procedures, internet safety and fire drills.</b> | Undertake audit of current signage.   | New signs clear and updated as required.  |                         |                              |                          |

Weaver Trust – Accessibility Plan – September 2025

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|  | Obtain feedback from employees, pupils and visitors.                      | Visually impaired employees/pupils/parents/visitors able to read and follow instructions on signage. |  |  |  |
|  | Replace signage to take account of appropriate colour schemes / size etc. |  |  |  |  |

**3. Improving Provision of Information to Ensure that All Pupils have Equal Access to Weaver Trust’s Information**

| <u><b>Actions / Targets</b></u>                    | <u><b>Strategies</b></u>  | <u><b>Outcome</b></u>   | <u><b>Timeframe</b></u> | <u><b>Responsibility</b></u> | <u><b>Monitoring</b></u> |
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| <b>Improve communications with disabled pupils</b> | <p>Teaching - Weaver Trust to liaise with specialist employees to better understand the different formats of information available.</p> <p>Audit Weaver Trust library to ensure the availability of large font and easy read texts available.</p> <p>Review signage around Weaver Trust to ensure it is accessible to all.</p> <p>Ensure Weaver Trust websites are clear, simple and easy to navigate.</p> <p>Obtain feedback from pupils, employees, parents and visitors.</p> <p>Emergency evacuation systems to include alarms with both visual and auditory components.</p> | <p>Increased variety of information available and increased choices of how to access information.</p> <p>Improved communication with disabled pupils.</p> |                         |                              |                          |

Weaver Trust – Accessibility Plan – September 2025

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| <b>Ensure that all parents and other members of the Weaver Trust community can access information</b>                             | <p>Improve the availability of documents being provided in alternative formats (e.g. large print, braille, simplified/reduced language and audio format).</p> <p>Ensure Weaver Trust websites are clear, simple and easy to navigate.</p> | Improved access to information.           |  |  |  |
| <b>Ensure that parents who are unable to attend Weaver Trust because of a disability can access parents' evening information.</b> | Employees to hold parents' evenings by phone or send home written information.  | Parents are informed of pupil's progress. |  |  |  |

Approved by:

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Chair of Trust

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CEO

Date:

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