Harlow Inspirational Learning Trust (HILT)

Milwards Nursery and Primary School and The Henry Moore School

Accessibility Policy

2021 - 2024

Harlow Inspirational Learning Trust's Accessibility Plans have been produced in collaboration with the Local Authority, pupils, parents, staff and governors of both Milwards Nursery and Primary School and The Henry Moore School. The Accessibility Plans will be reviewed annually in respect of progress and outcomes, and provide a projected plan for the three year period ahead of the next review date.

We are committed to providing a fully accessible environment which values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to challenging negative attitudes about disability and accessibility and to ensuring a culture of awareness, support and inclusion within both schools.

Harlow Inspirational Learning Trust plans, over time, to increase the accessibility of provision for all pupils, staff and visitors to their schools. The Accessibility Plans will contain relevant and timely actions to:

- Improve access to the **physical environment** of each school, adding specialist facilities as necessary. This covers improvements to the physical environment of each school and physical aids to access education.
- Increase access to the **curriculum** for pupils with a disability, expanding the curriculum as appropriate to ensure that pupils with a disability are prepared as equally for life as the able-bodied pupils: (if a school fails to do this it is in breach of duties under the Equality Act 2010). This covers both teaching and learning and the wider curriculum of each school, such as participation in school clubs, leisure and cultural activities or school visits. It also covers the provision of specialist **aids and equipment** which may assist these pupils in accessing the curriculum.
- Improve the delivery of **written information** to pupils, staff, parents and visitors with disabilities. Examples might include handouts, timetables, textbooks and information about the school and school events. The information should be made available in various preferred formats within a reasonable timeframe.

We acknowledge that there is an ongoing need for raising awareness and training staff and governors on equality issues with reference to the Equality Act 2010.

The Accessibility Plans should be read in conjunction with the following Trust/school policies:

- Curriculum policies
- Equality Statement/Single Equality Policy
- Health and Safety Policy

- Special Education Policy/SEN Information Report
- Behaviour Policy
- School Development Plan
- School Prospectus and Mission Statement

The Accessibility Plans for physical accessibility relates to the access audits of each school, which remain the responsibility of the Governing Bodies. It may not be feasible to undertake all the works during the life of this Accessibility Plan and therefore some items may roll forward into subsequent plans. An accessibility audit will be completed by each school prior to the end of each period covered in this plan in order to inform the development of a new Accessibility Plan.

The schools' complaints procedure covers the Accessibility Plan.

The Accessibility Plans will be published on the HILT and respective school websites.

The plans will be monitored through the Finance, Strategy and Audit (FAS) Committee of the Governors.

The Trust will work in partnership with any necessary agencies when developing and implementing the Accessibility Plans.

The Accessibility Plans will be monitored by Ofsted during their inspection processes in relation to the Equality Act 2010.

Reviewed February 2022