1. Raleigh Infant Academy is committed to providing an environment that enables full access and participation in the academy community for all pupils, parents/carers, staff and visitors, including those with a disability, regardless of their physical, sensory, social, spiritual, emotional and cultural needs. We have high expectations of all our pupils and staff.
2. We are committed to taking positive action in light if the Equality Act 20210 with regard to disability. We are a very inclusive academy and are eager to promote a culture of support and awareness.
3. This plan should read in conjunction with the following policies:
4. Equalities Policy
5. Trust Accessibility Policy
6. Admissions Policy
7. SEND policy
8. Anti-bullying Policy
9. The Equality Act 2010 defines disability as when a person has a ‘physical or mental impairment which has a substantial and long-term effect in that person’s ability to carry out normal day to day activities’. Some specific mental conditions are also considered as disabilities.
10. The offer for pupils with disability is included in the SEND Policy.
11. We will continue to make reasonable adjustments to avoid disabled people being placed at a disadvantage.
12. We recognise there may be times when we need to make changes to our practices to ensure, as far as is reasonably possible, that a disabled person can be benefit from what we offer to the same extent as a person without a disability.
13. We recognise that taking steps to meet the needs of a disabled person may require them to be treated more favourably in order to ensure that they are able to access what we can offer to the same extent as a person without a disability.
14. We do not discriminate against a disabled pupil, with regard to admissions, simply because that pupil is disabled and this is reflected in our Admissions Policy.
15. We will provide auxiliary aids or services for a disabled pupil, when it is reasonable to do so, to ensure that the pupil is not at a disadvantage in comparison to a non-disabled pupil.

Our accessibility plan aims to:

* Increase the extent of which disabled pupils can participate in the curriculum.
* Improve the physical environment of the academy, enabling disabled pupils, parents/carers, staff or visitors to the academy to take better advantage of the facilities and services provided.
* Improve the availability of accessible information to disabled pupils, parents/carers, staff and visitors to the academy.

Work identified that has already been completed includes:

* Regular servicing of our stairlift and changing bed to ensure that they remain in optimum condition
* Writing slopes purchased for use as needed.
* Specific stationary to address identified needs, e.g. coloured paper, overlays, writing implements.

For this current year (2021-2022) we plan to:

* Review of any trip hazards on the playground – including tree roots, surface edges and cracks in tarmac, new path areas - £2000
* Invest in a portable wheelchair ramp to improve access and exit from different rooms within the academy - £500

As areas for improvement are identified through regular audits, future projects will be addressed and quotes obtained. These currently include:

* Academy entrance (for both Raleigh and Admirals) uneven tarmac when walking towards academy entrance from the carpark
* Audit and review quality of reception steps

Measuring the Impact of the Policy

1. The SEND Link governor member will review the Accessibility Plan annually and impact will be assessed through the SEND data presented to the governing Board on a termly basis.
2. The accessibility policy and all other relevant policies will be evaluated and monitored for their equality impact on pupils, staff, parent/carers and visitors. The main findings from equality impact assessments will be presented to the Board.