



# ACCESSIBILITY PLAN

## VERSION CONTROL

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**Approved on:** TBC

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## AIM OF THE ACCESSIBILITY PLAN

This plan outlines how The Hive College aims to increase access to education for students with disabilities in the three areas required by the planning duties in the Equality Act 2010 (i.e. the curriculum, physical environment and information).

A person is regarded as having a disability under the Act where they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

This plan aims to:

- Increase the extent to which students with disabilities can participate in the curriculum.
- Improve the physical environment of the college to enable students with disabilities to take better advantage of education, benefits, facilities and services provided.
- Improve the availability of accessible information to students with disabilities.

The above aims will be delivered within a reasonable timeframe, and in ways which are determined after taking into account students' disabilities and the views of parents and students. In the preparation of an accessibility strategy, the LA must have regard to the need to allocate adequate resources in the implementation of this strategy.

The Board of Trustees also recognises its responsibilities towards employees with disabilities and will:

- Monitor recruitment procedures to ensure that individuals with disabilities are provided with equal opportunities.
- Provide appropriate support and provision for employees with disabilities to ensure that they can carry out their work effectively without barriers.
- Undertake reasonable adjustments to enable staff to access the workplace.

## The Hive College – Accessibility Plan

The plan will be resourced, implemented, reviewed and revised in consultation with:

- Students' parents.
- The College Principal and other relevant members of staff.
- Trustees.
- External partners.

This plan is reviewed **every three years** to take into account the changing needs of the college and its students. The plan is also reviewed where the college has undergone a refurbishment.

### 1. THE ACCESSIBILITY AUDIT

The Board of Trustees will undertake an **annual** Accessibility Audit. The audit will cover the following three areas:

- **Access to the curriculum** – the governing board will assess the extent to which students with disabilities can access the curriculum on an equal basis with their peers.
- **Access to the physical environment** – the governing board will assess the extent to which students with disabilities can access the physical environment on an equal basis with their peers.
- **Access to information** – the governing board will assess the extent to which students with disabilities can access information on an equal basis with their peers.

When conducting the audit, the Board of Trustees will consider all kinds of disabilities and impairments, including, but not limited to, the following:

- **Ambulatory disabilities** – this includes students who use a wheelchair or mobility aid
- **Dexterity disabilities** – this includes those whose everyday manual handling of objects and fixtures may be impaired
- **Visual disabilities** – this includes those with visual impairments and sensitivities
- **Auditory disabilities** – this includes those with hearing impairments and sensitivities
- **Comprehension** – this includes hidden disabilities, such as autism and dyslexia

The findings from the audit will be used to identify short - medium - and long-term actions to address specific gaps and improve access.

All actions will be carried out in a reasonable timeframe, and after taking into account students' disabilities and the preferences of their parents. The actions that will be undertaken are detailed in the following sections of this document.

2. PLANNING DUTY 1: CURRICULUM

	Issue	What	Who	When	Outcome	Review
Short Term	None					
Medium Term	None					
Long Term	None					

3. PLANNING DUTY 2: PHYSICAL ENVIRONMENT

	Issue	What	Who	When	Outcome	Review
Short Term	None					
Medium Term	None					
Long Term	None					

4. PLANNING DUTY 3: INFORMATION

	Issue	What	Who	When	Outcome	Review
Short Term	None					
Medium Term	None					
Long Term	None					