



Approved by Curriculum Trustee Committee: February 2023
Approved by Premises, Health & Safety Committee: March 2023
Approved by Board of Trustees: April 2023
Next review: February 2026

It is a requirement under the Equality Act 2020 for schools to have an accessibility plan. This plan defines the Harlington and Sundon Academy Trust's plans to ensure accessibility for all members of our school communities. This plan links with our Equality Policy and should be read in conjunction with this document. The Accessibility Plan is monitored by the Headteacher who reviews its impact annually and ensures training for all staff.



We support children in becoming well rounded individuals where they naturally demonstrate the values of the school in all aspects of their lives.

The Harlington and Sundon Academy Trust Accessibility Plan 2023-2026

Improving the Physical Access

If a pupil with a disability is given a place at HASAT, adaptations will be made to accommodate pupil need.

Target	Task	Timescale	Responsible staff	Success criteria
Continue to ensure that evacuation from buildings is swift	Continue to ensure that in termly evacuation drills, all pupils and staff are safely evacuated from the buildings within two minutes. When necessary, evacuation procedure and/or emergency plan is reviewed. Children have PEEPs if necessary.	Termly As new pupils join the school	Headteacher Class teachers Board of Trustees	All pupils and staff safely evacuated from buildings within two minutes.
To be aware of the access needs of pupils, staff, Trustees and parents/carers	Review needs of pupils and staff with disabilities. Audit needs of Trustees and parents/carers.	Annually and as required	Headteacher Class teachers	Senior leadership aware of needs of pupils, staff, Trustees and parents/carers and can ensure equality of access
Improve access to the physical environment, responding to new pupils and staff as they join	Identify all steps around the schools and put plans in place to ensure accessibility, including the Southbank at Harlington Lower and the Library/ICT Suite at Sundon Lower.	Annually and as required	Headteacher Site agent Premises H&S Trustees	Improved access to the Southbank at Harlington Lower. Improved access to the Library/ICT Suite at Sundon Lower.

Improving the Curriculum Access

Target	Task	Timescale	Responsible staff	Success criteria
Ensure staff are aware of the needs of pupils.	Review specific needs for pupils living with a disability.	Annually and as required	Headteacher Class teachers SENDCo	Staff aware of relevant issues and can ensure equality of access.
Ensure all educational visits and trips are accessible to children with disabilities.	All out-of-school visits are planned to ensure, where reasonable, the participation of the whole range of pupils	Ongoing All educational visits	Headteacher Class teachers SENDCo	Procedures in place, recorded on EVOLVE, where reasonable, accessibility needs met to enable participation of all pupils
Review PE curriculum to ensure PE is accessible to all pupils.	Review PE curriculum and see whether more disability-friendly activities/games can be included.	By January 2024	PE leads	PE curriculum is more accessible
Ensure relevant staff are trained to meet individual medical needs of pupils as appropriate.	Organise training as needs arise.	As required	Headteacher Class teachers SENDCo	Staff training completed for specific needs.
Ensure all staff have specific training on adapting the curriculum for pupils with disabilities as required.	Organise training as needs arise.	As required	Headteacher Class teachers SENDCo	Teachers are able to more fully meet the requirements of pupils' needs with regard to access the curriculum.
Ensure that books in the library and in classrooms represent people with disabilities.	Audit library books to see how many books represent people with disabilities. Purchase more books as necessary.	By Summer 2023	Headteacher English Leads Librarian	There are a range of books which represent people with disabilities.

Improving the Delivery of Written Information

Target	Task	Timescale	Responsible staff	Success criteria
Availability of written material in alternative formats when requested	Research services available for converting written information into alternative formats	Ongoing	Headteacher Office Manager	Delivery of information to parents with disabilities improved
Availability of written material in different languages when requested	Promote availability of school publications in different languages	By Autumn 2023	Headteacher Office Manager	Delivery of information to parents with English as an Additional Language improved
Make available brochures, newsletters and other information for parents in alternative formats when requested	Promote availability of school publications in different formats	By Autumn 2023	Headteacher Office Manager	Delivery of school information to parents and the local community improved
Signage	Review signage around the school to ensure it is clear and easily accessible to all	By Spring 2024	Headteacher Site Agent Premises H&S Trustees	All signage is clear and new signs in place where need identified
Increase the use of software to create visual schedules and work systems for pupils across the school	Source and purchase software to create visual resources.	September 2023	SENDCos	Improved support for SEND pupils
Continue to develop SEND resources for individual pupils who are non-verbal to communicate needs and worries. Training to be provided for staff working with these pupils.	Produce SEND resources for individual pupils in line with MSPs. Organise training for staff as required.	2024	SENDCos	Improved support for SEND pupils, leading to greater progress being achieved
Increase range of bilingual texts	Audit library and classroom books to see how many bilingual texts there are. Purchase more books as necessary.	By Summer 2024	Headteacher English Leads Librarian	There are a range of bilingual books