



ACCESSIBILITY POLICY

1. The Policy Statement

Robert Smyth Academy is committed to increase the extent to which disabled persons can access and participate in the life of the Academy. This commitment accords with section 1.1 of the Academy's Single Equality Policy, related RSA policies, the requirements of the Disability and Equality Act 2010 and related legislation

2. Objectives

- 2.1 Increase the extent to which disabled students can access and participate in the academy's curriculum offering
- 2.2 Increase the extent to which disabled adults can access and participate in the Academy as employees
- 2.3 Increase the extent to which disabled adults can access and participate in the Academy's life as parents of students and as visitors to the Academy in whatever capacity (for example as audience members, providing goods and services, as guest speakers, assessors, examiners, inspectors and at parent evenings)

3. Procedures

- 3.1 Paying due attention to accessibility will further compliance with the SEP and be implemented, managed and reported as part of that Policy's monitoring cycle
- 3.2 An assessment of the Academy's site will be undertaken to evaluate what actions can be undertaken to improve accessibility and also to provide guidance where access difficulties are identified
- 3.3 The Academy recognises the help that disabled individuals, students, staff, parents and voluntary organisations working with the disabled will be able to make with these evaluations and planning
- 3.4 RSA will prepare an Accessibility Plan in line with the assessments made and develop that Plan as resources permit

4. Implementing the policy

- 4.1 The Accessibility Plan should be implemented

- 4.2 Progress with the Accessibility Plan should be evaluated annually, with the evaluation of the SEP. The annual evaluation of the Plan should be overseen by the LGB in conjunction with the Principal and SENCO.

The Accessibility Plan

Accessibility Plans should identify targets by time scale, identify concrete actions, completion dates (and milestones for reporting purposes) and success criteria. These criteria should include an evaluation by student outcome and the canvassing of adult views

Reviewed: August 2026

Next review: August 2027

Responsible: K Nicholson (Principal) V McNair (SEND Strategic Lead)