ACCESSIBILITY PLAN 2023-2026

The Equality Act, Schedule 10 requires the Academy Trust to prepare an Accessibility Plan. This plan should cover:

a) Increasing the extent to which pupils with a disability can participate in the curriculum within the Academy Trust's schools.

b) Improving the physical environment of the schools in the Academy Trust for the purpose of increasing the extent to which pupils with a disability are able to take advantage of education and benefits, facilities or services provided or offered by the academy, and

c) Improving the delivery to pupils with a disability of information which is readily accessible to pupils who do not have a disability.

Disability Definition
'A person has a disability if he or she has a physical or mental impairment that has a substantial long-term adverse effect on his or her ability to carry out day to day'.

The Oxford Diocesan Bucks Schools Trust is committed to providing an environment that enables full curriculum access that values and includes all pupils, staff, parents/carers and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability and to continually developing a culture of inclusion, support and awareness within the Academy Trust.

Equality Impact Assessments will be undertaken as and when policies are reviewed. The terms of reference for all directors' committees will include the need to consider Equality and Diversity issues as required by the Equality Act 2010.

The Academy Trust's policy on equality is to ensure that there is no discrimination against any group with the protected characteristics of age, disability, gender reassignment, marriage or civil partnership, pregnancy & maternity, race, religion or belief, gender or sexual orientation. With this in mind the Academy Trust has put in place policies and procedures so that disabled people are not treated any less favorably in the service, education or support they receive than people without a disability. Meeting these requirements is fully consistent with the Academy Trust's Equality Policy.

The Academy Trust will ensure that all new building work meets the needs of users with a physical disability and will work towards making all of its accommodation accessible where it is practical to do so.

AcademyTrust training will recognise the need to continue raising awareness for directors, staff and governors on equality issues with reference to the Equality Act.

Access to this plan:
This plan will be made available upon request to any current parent/carer or prospective parent/carer who requests it. This plan will also be made available to any member of staff or applicant for a post at any ODBST

school who requests it. It will also be placed on the Academy Trust website. This plan will be used by the Senior Leaders and will inform relevant aspects of the Academy Trust's development plan.

This plan will be made available to Ofsted inspectors and other interested parties upon request.

Review:
The plan will be subject to regular review by the Director of Education and will be reported back to Trustees on a termly basis. Trustees will monitor progress against the plan and review the plan at least annually.

Academy Trust Access Plan 2023-26

		Objective	Strategies	Who	Timeframe	Goal Achieved
Leadership and Management						
	1	To have a clear understanding of the self-identified accessibility needs of all staff and members of the ODBST community including governors, volunteers and parents/carers.	Undertake audit of the needs of members of the ODBST and relevant community by team and to ensure that all identified needs are taken into account when creating policies, structures and identifying new development plans.	CEO HR Trustees Headteachers LGBs	Audit undertaken by March 24 Review of actions in response to audit by July 24 Audit cycle repeated for 24-25.	There is a clear understanding of additional needs of all members of the ODBST and this is available to and actioned upon by the relevant teams. No member of the ODBSDT or community feels misunderstood by the ODBST nor unfairly treated by them as a result of their additional needs. All policies, plans and structures take account of the members of the teams and communities to whom those changes pertain. No member of the ODBST is unfairly compromised by plans or development that do not meet their identified needs.
	2	Leaders at all levels within the ODBST ensure that all documentation is accessible to members of the ODBST community and that, where reasonable adjustments and arrangements are made, so that it can be accessible.	ODBST to ensure that those members of the community are able to access documents in a form that meets their needs, for example need around visual or audio need. That where English is not a familiar language, effort is made to ensure that the documentation can be made	CEO Trustees Headteachers LGBs Other senior leaders as relevant	At the point of issue of any new document. At the point that a request is made for greater	All documentation produced by the ODBST is reasonably accessible to everyone. No complaints about document accessibility have been received.

			available in a language more familiar to the member of the community. ODBST documents are written in a form that is easily understood by the target audience and that the use of professional jargon is limited where possible and with explanations offered.		accessibility to a document. Practice is reviewed annually by the CEO and her representatives.	
	3	The identified accessibility needs of staff, volunteers and the parent/carer communities within the ODBST are understood and reasonably and fairly met.	Training is offered to staff members who are managing accessibility needs that they are unclear about. Training ensures that all members of the ODBST understand what they are expected to do in order to reasonably meet need.	CEO HR SI Team Headteachers	Termly audit of need. Training delivered on an annual basis or in response to need.	There are no complaints or grievances made because a member of the ODBST feels unsupported on the basis of their identified accessibility needs.
	4	The accessibility needs of pupils in ODBST schools are known and understood by school leaders and policies and practices are supportive of these pupils.	Undertake an audit of the additional needs of all pupils in each school. Ensure that the relevant information about pupils is safely shared with the relevant people within the school. All individual health plans should be updated and made relevant at least annually. All learning and behaviour support plans should be updated at least termly. All individual, non medical, dietary needs are understood and shared with the relevant people including the needs of pupils who are unable to ingest foods due to their religion. When undertaking vaccination procedures in schools, clear and comprehensive practices must be out in place by the school to ensure that only the children expecting the vaccine receive it.	Headteachers	Termly audit of all procedures. Overview of all individual plans on a termly basis and amendments made accordingly. Vaccination procedures are carefully monitored by the Headteacher and are the priority activity in school during their delivery.	Audits of all documents and procedures show no serious weaknesses. No pupil attends an ODBST without senior leaders, including the Headteacher, understands their needs and puts into place secure procedures for meeting them.

	5	ODBST websites, at central and school level, are well managed and sufficiently accessible to all.	To ensure that all ODBST websites are clear, simple and easy to use and comply with all requirements. To ensure that all websites make it clear how information can be made available in different forms and that all reasonable requests are responded to accordingly.	CEO Trustees Headteachers LGBs	Termly review of all ODBST websites.	No complaints or grievances are made in relation to the accessibility of information from any ODBST website. July 2026 OFSTED do not identify any ODBST website that are not meeting accessibility requirements. July 2026.
Improving Access to the Curriculum						
	1	For each ODBST school to have in place a curriculum which puts the needs of disadvantaged pupils, including those with SEND, at the heart of curriculum design.	To be mindful of all SEND and equalities documentation when designing the curriculum. To ensure that knowledge and skills are mapped carefully to give a clear progression of skills. For teachers to plan and delivery learning that meets the needs of all pupils. For the needs of all learners, including those who are disadvantaged and those with SEND, are monitored as a priority and that their outcomes are tracked carefully to ensure that all aspects of the curriculum are able to meet need.	Director of Education	Termly monitoring in schools. Termly reporting to LGBs and to Trustees. Annual audit of curriculum and outcomes.	All pupils are able to access the school curriculum. No ODBST pupil has a reduced or narrowed curriculum unless supported by external advice. Outcomes for all ODBST pupils are strong/improving rapidly.
	2	To monitor the numbers of pupils with identified needs in each school and to monitor provision put in place for these pupils.	Ensure SENDCos receive regular and relevant training in order for them to plan for all pupil needs. Every SENDCo to complete the NASEN award and from 2025, the NPQSEN qualification.	Director of Education	Termly monitoring of provision Termly training for SENDCos and disadvantaged leads. Annual audit of national training.	Provision for the disadvantaged and SEND learners in all ODBST schools is at least good with many outstanding features by 2026. All SENDCos are working towards or have attained national accreditations.
	3	To design and implement an ODBST	Design a strategy for meeting the	Director of Education	Safeguarding	Suspensions and

		strategy for behaviour	needs of pupils with challenging behaviour. Have trust wide policies for behaviour and associated behaviour/safeguarding policies that are agreed and implemented consistently across the Trust. Implement a behaviour strategy that better meets the needs of individual schools.		strategy is implemented and reviewed termly with trustees. Behaviour strategy is written by December 2024 and implemented from Spring 2025. Behaviour strategy is implemented and reviewed termly with trustees.	permanent exclusions are reduced by July 2026. Significant behaviour issues reduce by July 2026. Staff survey show confidence in the ODBST behaviour strategy. Pupils don't leave ODBST schools because of the behaviour of other pupils. July 2026
Improving the Physical environment						
	1	Ensure that each school and ODBST place of work is accessible to all users of the workplace as far as reasonable and practicable.	Carry out an annual survey to ensure that each physical environment meets the needs of all users. Ensure plans to improve the workplace environment take account of the current and reasonably anticipated needs of users. That remote meetings are offered to members of the ODBST where this platform makes attendance more practicable and more comfortable due to identified needs.	CEO Director of Operations Headteacher LGB	Annual audit of need. Timely response to new requests or identified needs.	No user is unreasonably compromised by the building within a reasonable time frame of their need being identified July 2026.
	2	Promote facilities to users with known accessibility needs.	Remedy any initial survey shortfalls and thereafter through SCA work plan. Make sure that academies are in contact with appropriate groups who may want to use the accommodation.	CEO Director of Operations Headteacher LGB	Initially on conversion and thereafter annually. Review at least	ODSBT members report that all practicable means have been implemented to meet iodenified needs. July 2026.

			Ensure that known users with a known accessibility difficulty are contacted to promote and explain the adjustments/provision put in place to meet their needs.		annually.	No member of the ODBST feels unable to manage the physical environment of a workplace due to reasonable adjustments not being made to meet need July 2026.