

RMET

Accessibility Policy

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Document Change History

Date:	Version:	Description of Changes:
December 2020	1.0	First version
May 2024	2.0	Full review

1. Introduction and Aims

- 1.1. Schools are required under the Equality Act 2010 to have an Accessibility Policy and individual plans. The purpose of this policy is to:
 - Increase the extent to which pupils with disabilities can participate in the curriculum;
 - Improve the physical environment of all our schools to enable pupils with disabilities to take better advantage of education, benefits, facilities and services provided;
 - Improve the availability of accessible information to pupils with disabilities.
- 1.2. RMET aims to treat all its pupils fairly and with respect. This involves providing access and opportunities for all pupils without discrimination of any kind. We believe that education is the wise, hopeful and respectful cultivation of learning and change undertaken in the belief that we should all have an equitable chance to share in life. We believe in the intentional facilitation of an inclusive, stimulating, equitable, safe, open minded and happy environment.
- 1.3. This policy is available online on the RMET website, and paper copies are available upon request.
- 1.4. RMET is also committed to ensuring staff are trained in quality issues with reference to the Equality Act 2010, including understanding disability issues.
- 1.5. RMET supports all relevant partnerships that enable us to develop and implement this policy. This includes collaboration with Medway area SEND.
- 1.6. RMET's Complaints Procedure covers the Accessibility Policy. If you have any concerns relating to accessibility in school, the Complaints Procedure sets out the process for raising these concerns.

2. Legislation and Guidance

- 2.1. This document meets the requirements of [schedule 10 of the Equality Act 2010](#) and the Department for Education (DfE) [guidance for schools on the Equality Act 2010](#).
- 2.2. The Equality Act 2010 defines an individual as disabled if they have a physical or mental impairment that has a 'substantial' and 'long-term' adverse effect on their ability to undertake normal day to day activities.
- 2.3. Under the [Special Educational Needs and Disability \(SEND\) Code of Practice](#), 'long-term' is defined as 'a year or more' and 'substantial' is defined as 'more than minor or trivial'. The definition includes sensory impairments, such as those affecting sight or hearing, and long-term health conditions such as asthma, diabetes, epilepsy and cancer.
- 2.4. Our schools are required to make 'reasonable adjustments' for pupils with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a pupil with disabilities faces in comparison with a pupil without disabilities. This can include, for example, the provision of an auxiliary aid or adjustments to premises.
- 2.5. This Accessibility Policy complies with our funding agreement.

3. Statement of Equality

- 3.1. We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitments to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

4. School Accessibility Plans

- 4.1. Each school within RMET sets out the aims of their accessibility plan in accordance with the Equality Act 2010.
- 4.2. Accessibility plans are overseen by the Director of Education who holds schools to account for equality and inclusion. Accessibility plans can be found on each school website.

5. Monitoring Arrangements

- 5.1. This policy will be reviewed by CEO every three years, but may be reviewed and updated more frequently if necessary.
- 5.2. At every review, the policy will be approved by the Trust Board.
- 5.3. Accessibility plans will be monitored by the Director of Education.

6. Links with other Policies

- 6.1. This accessibility plan is linked to the following policies and documents:
 - RMET Health and Safety Policy
 - RMET Equality Information and Objectives Policy
 - RMET SEND Policy
 - RMET Supporting Pupils with Medical Conditions Policy