



Accessibility Policy

February 2022 – February 2024

1. Introduction

- 1.1. This document has been drawn up in accordance with the general equality duty and specific duties set out in the Equality Act 2010. The Accessibility Plan demonstrates how Portchester Community School is meeting its general equality duty and specific duties to promote disability equality across all of its areas of responsibility.
- 1.2. Although the focus of this document is on the schools responsibility to promote equality related only to disability, the equality duty also includes all those with protected characteristics which makes it unlawful for a school to discriminate against a pupil or prospective pupil by treating them less favourably because of their:
 - ◆ Sex
 - ◆ Race
 - ◆ Disability
 - ◆ Religion or belief
 - ◆ Sexual orientation
 - ◆ Gender reassignment
 - ◆ Pregnancy or maternity

2. Definitions

2.1. Disability

As defined by the Equality Act 2010, “a person has a **disability** if he or she has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day to day activities”.

2.2. The curriculum

The curriculum covers teaching and learning and wider provision embracing after school clubs; leisure, sporting and cultural activities; and school trips.

2.3. Due regard

Having **due regard** means consciously thinking about the three aims of the Equality Duty as part of the process of decision making.

3. Key Objectives

- 3.1. Increasing the extent to which disabled pupils can participate in the curriculum
- 3.2. Improving the physical environment of schools to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
- 3.3. Improving the availability of accessible information to disabled pupils



4. Principles

- 4.1. To comply with the Equality Duty which requires public bodies to have due regard to the need to:
 - ◆ Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
 - ◆ Advance equality of opportunity between people who share a protected characteristic and people who do not share it
 - ◆ Foster good relations between people who share a protected characteristic and people who do not share it
- 4.2. To comply with the specific duties which require public bodies to publish information to show their compliance with the Equality Duty, at least annually, and set and publish equality objectives, at least every four years.
- 4.3. The school recognises that disabled individuals, parents of disabled pupils and voluntary organisations working with the disabled will have knowledge and experience that can help inform the school's actions.
- 4.4. The school will continue to seek the advice of LA services such as specialist teacher advisors and SEN inspectors/advisors, and of appropriate health professionals.
- 4.5. The Equality Duty explicitly recognises that disabled peoples' needs may be different from those of non-disabled people. The school body will therefore take account of disabled people's impairments when making decisions about policies. This might mean making reasonable adjustments to enact the intention of full inclusivity and meeting the needs of all community members.