CHILTERN LEARNING TRUST

LEA MANOR HIGH SCHOOL

Lea Manor High School

Accessibility Plan 2026/27

Date Reviewed	Body
June 2026	Local Governing Body
Next review date: June 2027	To be reviewed: Annually

1. AIM OF THE PLAN

The aims of this Accessibility Plan are to ensure that Lea Manor High School continues to work towards increasing the accessibility of provision for all students, staff and visitors to the school. The Accessibility Plan will contain relevant actions to:

- Increase the extent to which disabled students can participate in the curriculum

- Improve the physical environment of the school to enable disabled students to take better advantage of education, benefits, facilities and services provided

- Improve the availability of accessible information to disabled students. Our school aims to treat all its students fairly and with respect. This involves providing access and opportunities for all students without discrimination of any kind.

Lea Manor High School is committed to a fair and equal treatment of all individuals able bodied or disabled and, on a continuous basis, will work towards improving access to the physical environment, to the curriculum and to the provision of information in order to ensure access for all.

Our school is also committed to ensuring staff are trained in equality issues with reference to the Equality Act 2010, including understanding disability issues.

The school supports any available partnerships to develop and implement the plan.

Our school's complaints procedure covers the accessibility plan. If you have any concerns relating to accessibility in school, this procedure sets out the process for raising these concerns. We have included a range of stakeholders in the development of this accessibility plan including students, parents/carers, staff and governors of the school.

This Accessibility Plan should be read in conjunction with the following school policies, strategies and documents:

- *Behaviour Policy,*
- *Equality and Diversity Policy*
- *Health and Safety Policy*
- *SEND Policy.*
- *School Development Plan*

The Accessibility Plan will be published on the school website.

The Accessibility Plan will be monitored through the Local Governing Body.

The school will work in partnership with the Local Authority and CLT in developing and implementing this Accessibility Plan.

2. LEGISLATION AND GUIDANCE

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.

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.

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.

Schools are required to make 'reasonable adjustments' for students with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a student with disabilities faces in comparison with a student without disabilities. This can include, for example, the provision of an auxiliary aid or adjustments to premises.

3. MONITORING ARRANGEMENTS

This document will be reviewed every 3 years, but may be reviewed and updated more frequently if necessary. It will be reviewed by the LGB and Headteacher.

It will be approved by LGB and Headteacher.

APPENDIX 1 – ACCESSIBILITY PLAN 2026

ACCESS TO THE CURRICULUM					
Priority	**Lead People**	**Strategy / Action**	**Resources**	**Timescale**	**Success Criteria**
Develop inclusive, quality first teaching	All teaching staff	Information for teachers on adapting and personalising the curriculum for students with additional needs	Staff meeting Policy Viewer LGB meetings	Policy reviews	Increased access to the curriculum Needs of all learners met within reasonable adjustments Learning Quality Assurance shows that all children make progress within lessons
Appropriate use of specialised equipment to benefit individual students & staff	SENDCo	Reasonable Adjustments in the Classroom. Checklist to be share with all staff (attached as Appendix 2) Commit to provide appropriate IT resources to meet student need	Specialist equipment	Ongoing	Increased access to the Curriculum Needs of all learners met
Liaison with current or previous school and parents	Year 7 SLT Link SENDCo	Liaison with current/ previous school and/or parents regarding any reasonable adjustments a student may require	Transition documents made available to share with key staff	Annually	Student/Parent/ Career/Head of Year feedback
Parental and student feedback	SENDCo	Questionnaire/ consultation with parents of students with SEND/Student and Parent Survey		Ongoing	Feedback used to inform future priorities and school improvement
Trips & Visits are planned to ensure the participation of all students	Teaching staff EVOLVE Co-ordinator SENDCo		Risk assessments EVOLVE	Ongoing	All trips and visits accessible to all students
Appropriate transport arrangements for educational trips	SENDCo Teaching Staff School Manager	Ensure relevant staff consider access arrangements when arranging educational trips All minibus staff MiDAS trained	Wheelchair accessible minibus / private hire	Depending on need	Inclusion and engagement in available trips
Access to IT equipment & resources	Headteacher SENDCo School Manager	Audit to establish need Specialist equipment and support from external agencies		Ongoing	All classroom IT needs are met

ACCESS TO THE PHYSICAL ENVIRONMENT					
Priority	**Lead People**	**Strategy / Action**	**Resources**	**Timescale**	**Success Criteria**
Access into school, halls and reception to be fully compliant	Health & Safety Governor School Manager Headteacher	Prioritise areas for automatic doors	Audits Risk Assessment Premises Development Plan		Main entrances and buildings are fully accessible via pool gate
Improve signage to indicate access routes around school halls and reception to be fully compliant.	School Manager Headteacher Mitie	Signs indicate disabled parking bays and wheelchair friendly routes around school. Provide an access plan of the building in the reception area for visitors	Cost of signs, where needed		Disabled students, parents and visitors aware of wheelchair access to all parts of the school
Timetable Planning	Headteacher SLT Data Manager SENDCo	Plan timetables of lessons and rooms to meet the needs of SEND students	Classrooms IT resources	Ongoing Annually	
Safe access around exterior of school	School Manager Headteacher Mitie	Create 'blue' route on site map to show accessible route using ramps and flat surfaces Ensure that pathways are kept clear of vegetation and repairs attended to promptly	Grounds maintenance contract		Disabled people can move unhindered along exterior pathways
Disable parking	School Manager Headteacher Mitie	Ensure disabled parking spaces are always available for those parent and students	None		Disabled badge holders are able to access disabled parking, when required. Prompt action taken for users who do not park appropriately
Improve the quality of provision for children with specific emotional needs	Headteacher SENDCo SEND Manager	Increase the number of tranquil spaces within school for students with additional needs	SEN budget	Ongoing	All students who need access to a tranquil space or Safe Space due to emotional needs have a designated space (described in Individual Learning Plan or Behaviour Support Plan).
Disabled toilets and showers	SENDCo School Manager Headteacher Mitie	Keep disabled toilets and shower accessible to our visitors, staff and students with disabilities	Change locks to radar keys		

ACCESS TO THE PHYSICAL ENVIRONMENT (Continued)					
Priority	**Lead People**	**Strategy / Action**	**Resources**	**Timescale**	**Success Criteria**
Undertake PEEP (personal emergency evacuation plan for all students/staff with long or short term mobility needs	School Manager SENDCo SEND Manager	Facilities Manager (Health & Safety lead) informed of any mobility issues by admin/ teaching staff in order to carry out the PEEP Access to PEEP available to staff		When needed	All users of the school site have mobility issues recognised and a PEEP completed by the FM. Staff are aware of personal emergency evacuation plans

ACCESS TO WRITTEN INFORMATION					
Priority	**Lead People**	**Strategy / Action**	**Resources**	**Timescale**	**Success Criteria**
Availability of written material in alternative formats including website access	SENDCo SEND Manager	Information available for sharing in a range of formats and can be found on the website	Specialist support and resources from outside agencies	Ongoing	Written information available in alternative formats and languages, on request. All admin staff, parents and community users know how to access alternative formats.
Training and awareness for all stakeholders	Headteacher SENDCo SEND Manager	Understanding of different needs and abilities	Training records Evidence of parental participation SEND drive	Ongoing	Whole school and community awareness of issues relating to access.

APPENDIX 2 – CLASSROOM RISK ASSESSMENT

Hazard	At Risk	How	Control Measures	RATING *high medium low*	Comments/Actions
Classrooms	**Students Staff**	**Slips, trips and falls, electric shock, cuts**	• **Floor to be in good condition to prevent slips, trips and falls, not littered with bags and coats.** • **Do not allow cables to trail across walkways.** • **Mains outlet sockets to be in good condition not damaged or cracked in any way.** • **No scissors to be left out in classrooms.** • **Replace damaged or broken glass in windows.** • **Low level glass to be filmed or safety glass.** • **Chairs and desks to be in a good condition.** • **Class sizes to be risk assessed.** • **Spillages cleaned up promptly.** • **Rubber feet to be replaced regularly on classroom furniture.** • **Actions logged for Site Staff to attend.**	**medium**	**Staff aware of Health & Safety Policy and sign as read on Policy Viewer and follow the guidance within this.** **Extend Slips, Trips and Falls online training to all staff. Currently facilities staff only.** **Facilities Manager reports termly to LGB any H&S issues.**