

FOOTSTEPS TRUST ACCESSIBILITY ACTION PLAN

Aims

Footsteps Academy is committed to ensuring that all students, regardless of disability, special educational needs, medical need or additional vulnerability, can participate fully in school life and achieve their potential.

This Accessibility Action Plan sets out how Footsteps Academy will:

- Increase access to the curriculum for students with disabilities.
- Improve and maintain accessibility of the physical environment.
- Improve the availability and accessibility of information.
- Promote inclusion and equality of opportunity.
- Ensure reasonable adjustments are implemented in accordance with the Equality Act 2010.

This plan should be read alongside the:

- Equality Policy
- SEND Policy
- Safeguarding and Child Protection Policy
- Behaviour Policy
- Health and Safety Policy

Definition of Disability

Under the Equality Act 2010, a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

This may include:

- Physical disabilities
- Sensory impairments
- Medical conditions
- Learning difficulties
- Speech and language difficulties
- Neurodevelopmental differences including Autism Spectrum Condition and ADHD

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- Mental health conditions
- Chronic health conditions

Footsteps Academy recognises that some students may experience barriers to learning and participation even where they do not meet the legal definition of disability. Appropriate support will be considered where required.

Section 1: Improving Access to the Curriculum

Target	Actions	Responsibility	Timescale	Success Criteria
Ensure curriculum access for all students	Review curriculum delivery and adapt learning where necessary through reasonable adjustments	SENDCo, HoTL	Ongoing	Students are able to access learning appropriately
Improve staff awareness of disabilities and SEND	Annual staff training on SEND, disability awareness, neurodiversity, mental health and inclusive practice	Principal and SENo	Annually	Staff confidence and knowledge increase
Ensure students' needs are identified promptly	Assess students on entry and review support plans regularly	SENo and Key Staff	On admission and termly	Support is targeted and effective
Promote inclusive teaching strategies	Use adaptive teaching, differentiated resources and assistive technology where required	Teaching Staff	Ongoing	Improved engagement and progress
Monitor participation and achievement	Track attendance, progress, exclusions and participation of students with disabilities	Senior Leadership Team	Termly	Barriers identified and addressed promptly

Support students' social and emotional wellbeing	Provide appropriate pastoral support and interventions	SLT, DSL, SENDCo	Ongoing
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Section 2: Physical Accessibility

Target	Actions	Responsibility	Timescale	Success Criteria
Maintain accessible facilities	Conduct annual accessibility audit of buildings and facilities	Operations Manager	Annually	Barriers identified and addressed
Ensure future developments are accessible	Accessibility considered during all building and refurbishment projects	Principal and Operations Manager	Ongoing	Compliance with accessibility requirements
Improve emergency evacuation arrangements	Review Personal Emergency Evacuation Plans (PEEPs) where required	Principal and Health & Safety Lead	Annually and as needed	Safe evacuation arrangements in place
Improve signage and wayfinding	Review signage for clarity and accessibility	Operations Manager	Annually	Improved navigation throughout the site
Ensure reasonable adjustments are available	Provide specialist equipment and environmental adaptations where required	SENDCo and SLT	Ongoing	

Section 3: Improving the Provision of Information

Target	Actions	Responsibility	Timescale	Success Criteria
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Ensure accessible communication	Provide information in accessible formats when required	Administrative Team and SENDCo	Ongoing	Students and families can access information
Improve website accessibility	Monitor website accessibility and compliance	Website Manager	Annually	Website remains accessible to users
Support students with sensory needs	Provide enlarged print, visual supports or alternative formats where required	SENo	Ongoing	Students can access learning materials
Improve staff awareness of accessible communication	Deliver training and guidance to staff	SENDCo	Annually	Staff use appropriate communication methods
Engage with parents and carers	Ensure meetings and communications are accessible and inclusive	SLT and Administration Team	Ongoing	Increased participation from families

Monitoring and Evaluation

Footsteps Academy will review this plan annually and evaluate:

- Accessibility of the curriculum
- Attendance and participation of students with disabilities
- Educational outcomes
- Accessibility of buildings and facilities
- Feedback from students, parents and professionals
- Effectiveness of reasonable adjustments

Progress will be reported to senior leaders and reviewed as part of the school's continuous improvement process.

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