

Welburn Hall School



Accessibility Plan

Review Period: Annual
Next review Due: 21.10.2022

Signed by Quality Control Manager: *M Best*

Date: 21.10.2021

Approved by Governors: 

Date: 21.10.2021

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1. Aims

Schools are required under the Equality Act 2010 to have an accessibility plan. The purpose of the plan is to:

1. Increasing the extent to which pupils with disabilities can participate in the school curriculum;
2. Improving the environment of the school to increase the extent to which pupils with disabilities can take advantage of education and associated services;
3. Improving information delivery to pupils with disabilities.

The governing body also recognises its responsibilities towards employees with disabilities, and will:

- Monitor recruitment procedures to ensure that persons with disabilities are provided with equal opportunities.
- Ensure that employees with disabilities are supported with special provision as appropriate to ensure that they can carry out their work effectively without barriers.
- Undertake reasonable adjustments to enable staff to access the workplace.

Our school aims to treat all its pupils fairly and with respect. This involves providing access and opportunities for all pupils without discrimination of any kind.

The plan will be made available online on the school website, and paper copies are available upon request.

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, the complaints procedure sets out the process for raising these concerns.

We have included a range of stakeholders in the development of this accessibility plan, including pupils, parents, staff and governors of the school.

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 pupils with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a disabled pupil faces in comparison with non-disabled pupils. This can include, for example, the provision of an auxiliary aid or adjustments to premises.

3. Action plan

This action plan sets out the aims of our accessibility plan in accordance with the Equality Act 2010.

AIM	CURRENT GOOD PRACTICE	OBJECTIVES	ACTIONS TO BE TAKEN	PERSON RESPONSIBLE	DATE TO COMPLETE ACTIONS BY	SUCCESS CRITERIA
Increase access to the curriculum for pupils with a disability	The curriculum is reviewed to ensure it meets the needs of all pupils	An Informal, semi-formal and formal curriculum model is being reviewed to ensure pupils continue to make excellent progress towards challenging objectives	Ensure the effectiveness of the curriculum models. Update the curriculum statement, policies and procedures to ensure curriculum is accessible to all learners	Subject leaders	September 2022	All pupil despite their starting point will have a curriculum offer to suit their need and make excellent progress.

AIM	CURRENT GOOD PRACTICE	OBJECTIVES	ACTIONS TO BE TAKEN	PERSON RESPONSIBLE	DATE TO COMPLETE ACTIONS BY	SUCCESS CRITERIA
<p>Improve and maintain access to the physical environment</p>	<p>The environment is adapted to the needs of pupils as required. This includes:</p> <ul style="list-style-type: none"> • Ramps • Elevators • Corridor width • Disabled parking bays • Disabled toilets and changing facilities • Library shelves at wheelchair-accessible height 	<p>There are no access issues but this is under constant review as Wheelchairs become bigger.</p>	<p>Continue to review the situation and alter site as necessary.</p>	<p>Site Supervisor</p>	<p>Continuous review.</p>	<p>All areas will be accessible to all pupils despite their disability.</p>

AIM	CURRENT GOOD PRACTICE	OBJECTIVES	ACTIONS TO BE TAKEN	PERSON RESPONSIBLE	DATE TO COMPLETE ACTIONS BY	SUCCESS CRITERIA
Improve the delivery of information to pupils with a disability	Our school uses a range of communication methods to ensure information is accessible. This includes: <ul style="list-style-type: none"> • Internal signage • Large print resources • Braille • Induction loops • Pictorial or symbolic representations 	The communication lead, head of care and inclusion manager are reviewing the effectiveness of communication strategies across the school.	Complete the communication audit and update policy so that all pupils improve their communication skills	Autistic Lead, Residential Manager, Inclusion Manager	Sept 2022	All pupils have their communication needs met in all areas.

Section 4: Access Audit

Feature	Description	Actions to be taken	Person responsible	Date to be completed actions by
Number of floors	Stairs are kept clean, tidy and free from obstruction at all times	Maintain and ensure access	Site Supervisor	Ongoing

Corridor access	Corridors are wide with parking bays for wheelchairs and standing frames	Ensure pupil equipment does not block corridor.	Headteacher	Ongoing
Lifts	Service level agreement in place for maintenance	Review service annually	Site supervisor	Ongoing
Parking bays	Disabled parking bays marked	None required	Site supervisor	Ongoing
Entrances	Key pad lock is at wheel chair accessible height	None required.	Site supervisor	Ongoing
Hoists	Rooms with hoists and mobile hoists available.	Ensure service every 6 months	Site supervisor	Ongoing
Toilets	One disabled toilet with a hoist is available. Toilets have disabled access and alarms.	Ensure service every 6 months	Site supervisor	Ongoing
Reception area	Accessible to wheelchair users.	Needs to be made accessible.	Inclusion Manager	Sept 2022
Internal signage	Appropriate signs are in place	None required	Inclusion Manager	Ongoing
Emergency escape routes	Fire evacuation plan in place.	Ensure weekly testing of system and maintenance.	Site supervisor	Ongoing

5. Monitoring arrangements

This document will be reviewed every 3 years, but may be reviewed and updated more frequently if necessary.

It will be approved by Governing body and Headteacher

6. Links with other policies

This accessibility plan is linked to the following policies and documents:

- Risk assessment policy
- Health and safety policy
- Equality information and objectives (public sector equality duty) statement for publication
- Special educational needs (SEN) information report
- Supporting pupils with medical conditions policy