



# Grays Convent

## HIGH SCHOOL

### **Accessibility Plan 2021 – 2024**

This Policy was adopted by the Governing Body on May 2021

This Policy will be reviewed in May 2024

## **Purpose of Plan**

This accessibility plan shows how school access is to be improved for students, staff and visitors with disabilities over the next three years. It anticipates the need to make reasonable adjustments where practicable and takes into account the financial and staffing resources available.

## **Definition of disability**

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.

## **Key Aims**

To provide:

- As much access to our school, curriculum and information as possible.
- Full participation in the school community where practicable.

## **Principles**

- Compliance with the Equality Act (2010) is consistent with our school's aims and other policies relating to equality and disability. This includes the SEN policy and School Offer.
- Our staff recognise their duty under the Equality Act (2010):
  - Not to discriminate against disabled pupils in admissions exclusions, provision of education and associated services.
  - To take reasonable steps to avoid putting disabled pupils at a substantial disadvantage.
  - To publish an accessibility plan.
- In performing their duties governors have regard to the Equality Act 2010
- Our school:
  - recognises and values the young person's knowledge/parents' knowledge of their child's disability.
  - recognises the effect their disability has on her ability to carry out activities.
  - respects the parents' and child's right to confidentiality.
- The school provides all pupils with a broad and balanced curriculum that is differentiated, personalised and age appropriate.

## **Increasing Access for disabled pupils to the school curriculum**

- The school will ensure that the admissions process allows all potential candidates to be fairly reviewed.
- The school will ensure awareness of disabled pupils' needs at Opens Days, Parents Evenings and other events.
- The school will enable staff to increase their knowledge and understanding of needs of disabled pupils should they be admitted to the school.
- The school will maintain commitment to a well-trained Learning Support Team to support all pupils.

## **Improving access to the physical environment of the school**

This includes improvements to the physical environment of the school and physical aids to access education.

- Provide reasonable adjustments to access parts of the school building where it is safe to do so.
- Provide accessible toilet facilities for disabled pupils staff and visitors to the school.
- Improve visibility in stairways/steps.

## **Improving the delivery of information to disabled pupils**

- The school will ensure that information in lessons and activities are clear and teacher's voice can be heard.
- The school ensure accessibility to pupils with visual impairments such as enlarged papers and coloured reading rulers.
- The school will ensure that all pupils can access assemblies and collective worship.

## **Financial Planning and control**

The Headteacher, SLT and the Finance Committee will review the financial implications of the accessibility plan as part of the normal budget review process.

## Accessibility Action Plan

Targets	Strategies	Outcomes	Timeframe	Success Criteria
<b>Increasing Access for disabled pupils to the school curriculum</b>				
Ensure that the admissions process allows all potential candidates to be fairly reviewed.	Ensure SENCo is consulted regarding all potential pupils with a disability to assess any reasonable adjustment required.	Appropriate arrangement for candidates to assess their ability to join the school regardless of disability providing it is safe to do so.	2021-2024	Pupils of all abilities apply to the school.
Ensure awareness of disabled pupils' needs at Opens Days, Parents Evenings and other events.	Admissions Officer is aware of potential issues with access to school area.	Tours for parents and students with mobility problems are arranged with the SENCo. Designated parking space is available.	2021-2024	Parents have toured the school.
Ensure staff increase their knowledge and understanding of needs of disabled pupils should they be admitted to the school.	Inform staff through staff briefings and Leadership Forum meetings.	Staff confidence in providing appropriate teaching and support for disabled pupils.	2021-2024	Pupil achieve well in examinations.
Maintain commitment to a well-trained Learning Support Team to support all pupils.	Maintain budgets and training.	Staff have well-trained LSAs to collaborate with.	2021-2024	Success of pupils.
Offer a differentiated curriculum tailored to the needs of all pupils.	Inform staff of strategies for specific pupils through staff briefing notes, Leadership Forum meetings and TLT evenings.	All pupils will have access to the curriculum in a way that is appropriate for them.	2021-2024	Success of pupils.

<b>Improving access to the physical environment of the school</b>				
Provide reasonable adjustments to access parts of the school building where it is safe to do so.	Ramps put in place as the need arises. Room changes may be made so that pupils have access to lessons on the ground floor.	Pupils / visitors with limited mobility are able to navigate around the ground floor where it is safe to do so.	2021-2024	Room changes made to accommodate pupils with limited mobility.

Provide accessible toilet facilities for disabled pupils, staff and visitors to the school.	Identify and improve facilities where possible.	Minimum of one accessible toilet on the ground floor.	2021-2024	Disabled toilet is available by accessible doorway.
Improve visibility in stairways/steps	Ensure edge of steps are clearly visible and monitored for wear.	Pupils with impaired vision are less likely to fall and confidence in moving up/down stairs/steps is increased.	2021-2024	Visible yellow edging is in place and no accidents take place.

<b>Improving the delivery of information to disabled pupils</b>				
Ensure that information in lessons and activities is clear and teacher's voice can be heard.	Ensure visibility and sound is optimized.	All pupils can see and hear in lessons.	2021-2024	Pupils can access lessons and therefore be entered for examinations.
Ensure accessibility to pupils with visual impairments such as enlarged papers and coloured reading rulers.	Reprographics are informed that materials are to be provided in different font sizes / colours to support pupils.	All pupils are able to access assessments.	2021-2024	Visually impaired pupils are not disadvantaged.
Ensure that all pupils, staff and visitors can access assemblies and collective worship.	Ensure pupils, staff and visitors with a disability are seated in an appropriate position.	All pupils, staff and visitors can access assemblies, Masses, and school events.	2021-2024	Pupils', staff and visitors needs are met.

Ensure that information is accessible and clear within the school building and grounds.	Use emergency and information signage that is large and clear to see.	All pupils, staff and visitors are able to read and understand important site information.	2021-2024	Pupils', staff and visitors needs are met and safety is maintained.
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