

St Anthony's Voluntary Catholic Academy

Accessibility Policy 2018-2021



Date policy produced: June 2018

Produced by: St Anthony's VC Academy

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Reviewed by: Mrs J Eley

The related academy policies that support this Accessibility Plan include: SEN, Learning & Teaching, Behaviour, Health & Safety, Equal Opportunities, Medical Needs, Administering Medicines, School Improvement Plan, Admissions, Intimate Care Policy.

Introduction

The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act, and required schools to put in place an Accessibility Plan. The effect of the law is the same as in the past, meaning that "schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation".

According to the Equality Act 2010 a person has a disability if:

- (a) He or she has a physical or mental impairment, and
- (b) The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

This Accessibility Plan will be used to advise other school planning documents and policies and will be reported upon annually in respect of progress and outcomes linked to the SDP. The intention is to provide a projected plan for a three year period.

The Accessibility Plan is structured to complement and support the school's equality objectives, and will similarly be published on the school website.

Aims

As a school, we are committed to providing a fully accessible environment which values and includes all pupils, staff, parents and visitors regardless of their educational, physical, sensory, social, emotional and cultural needs. Further, we are committed to challenging negative attitudes about disability and accessibility, and to developing a culture of awareness, tolerance and inclusion.

Our aims are to

- Increase access to the curriculum;
- Improve the physical environment;
- Provide information in different formats.

The Action Plan sets out adjustments we need to make to help us to achieve this.

Current Good practice

Curriculum

St Anthony's accesses and liaises with external agencies to ensure that we have relevant up to date information that can help us to provide the best support to enable disabled pupils to participate in the school curriculum. This encompasses teaching and learning and the wider curriculum of the school such as participation in afterschool clubs, leisure and cultural activities and school visits. St Anthony's provides all pupils with a broad, balanced and relevant curriculum differentiated and adjusted to meet the needs of the individual pupil.

The school aims to:

- set suitable learning challenges
- respond to pupils' diverse needs
- overcome potential barriers to learning and assessment for individuals and groups of pupils
- provide pastoral support for vulnerable pupils

Physical Environment

St Anthony's endeavours to seek provision of specialist or auxiliary aids and equipment to assist pupils in accessing the curriculum in a reasonable time frame. The school takes account of the needs of pupils and visitors with physical and sensory impairments when planning and undertaking future improvements of the school, such as improved access, lighting, accessible facilities and fittings, acoustics treatment and colour schemes. St Anthony's has made increased accessibility by installing a ramp and railings to the front of the school, we have made alterations to the car park and improved the entrance foyer with a differing height desk.

Information

St Anthony's is aware of local services, including those provided by the local authority, for providing information in alternative formats and will liaise with such services as and when required or requested.

Account of pupils needs is taken and staff are aware of pupils who may need access to information this could include:

- simplified instruction
- audio instruction
- electronic format enabling large print or different fonts

Whole school training recognises the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act 2010.

Health and Safety

The Equality Act 2010 does not override health and safety legislation. If making a particular adjustment would increase the risks to the health and safety of any person (including the disabled pupil in question) then this is a relevant factor in deciding whether it is reasonable to make that adjustment. However, as with the approach to any question of health and safety and risk assessment, schools are not required to eliminate all risk. Suitable and sufficient risk assessments are used to help determine where risks are likely to arise and what action can be taken to minimise those risks. Risk assessments are specific to the individual pupil and the activities in question. Proportionate risk management relevant to the disability is an ongoing process throughout the pupil's time at St Anthony's.

There might be instances when, although an adjustment could be made, it would not be reasonable to do so because it would endanger the health and safety either of the pupil with a disability or of other people. There might be other instances where St Anthony's could make anticipatory reasonable adjustments in line with health and safety legislation, ensuring compliance with, and not infringing, that legislation.

Charging Arrangements for Making Reasonable Adjustments

St Anthony's will not make any charges as it is unlawful for a setting or school to charge a child for making reasonable adjustments in any circumstances, whatever the financial cost to the school and however the setting or school is funded.

Date of Plan June 2018