



The
Bulmershe
School
INSPIRING POTENTIAL,
ACHIEVING TOGETHER

Accessibility policy and plan

February 2017

ACCESSIBILITY POLICY AND PLAN FOR THE BULMERSHE SCHOOL

Approved February 2017

To be reviewed as necessary but no later than February 2020

Accessibility Policy

1. The Public Sector Equality Duty requires The Bulmershe School to demonstrate that it is actively promoting and implementing equality within the terms of the Equality Act 2010. The duty also requires it to set out plans to show how it will continue to do so. This policy and plan is made in respect of accessibility for students, staff any other persons who may visit the school.

This policy should be read alongside the school's SEND Policy and information report.

2. The school is aware that it has a duty under the Equality Act 2010 to ensure that disabled students, staff and visitors are not treated unfavourably. Disabled persons may complain if subjected to any of the following:

- a) Direct discrimination: where a disabled person is treated less favourably, because of their disability, than someone without a disability would be treated in the same circumstances.
- b) Indirect discrimination: where there is a rule, policy or practice which seems to apply equally to everyone, but which actually puts disabled people at an unfair disadvantage compared with people who aren't disabled.
- c) Discrimination arising from a disability: unfavourable treatment because of something connected to a disability, where there is no good reason for such treatment.
- d) Harassment: behaviour toward a disabled person, which that person finds offensive, frightening, degrading, humiliating or in any way distressing.

3. Therefore, the policy of the school is to ensure that, as far as is reasonably practical, there should be no such unfavourable treatment of disabled persons.

4. The school is also aware that it has a duty to make 'reasonable adjustments' to ensure that disabled persons are not discriminated against. Such adjustments apply to its physical environments, its teaching and learning methods and its delivery of information. Therefore, its policy is to:

- a) make such changes as are reasonably practical to the existing internal structure of the school and its outside spaces to ensure accessibility by disabled persons (ramps, handrails and accessible toilet facilities for example);
- b) consider the impact on disabled persons of other aspects of the physical environment such as decor, lighting and acoustic performance in teaching spaces; marking of steps, signage, floor coverings in stairways and corridors, and to improve these where reasonably practical;
- c) ensure that accessibility for disabled persons is a central consideration in planning all new buildings and refurbishments;
- d) provide appropriate support and aids to assist the teaching and learning of disabled students (such as specialist staff or equipment) to ensure they have the best possible access to the curriculum;
- e) ensure that, where reasonably practical, information is provided in formats appropriate to particular disabilities.

Accessibility Plan

One of the specific duties of the Public Sector Equality Duty requires The Bulmershe School to show how it plans to improve and increase access for disabled persons. The following plan shows how the school will increase the extent to which disabled pupils can participate in the curriculum; improve the physical environment to enable those with disabilities to take better advantage of the education, facilities and services provided and; improve the availability of accessible information to those with disabilities.

1. The Bulmershe School will improve access to the curriculum for students with disabilities by:

- a) Ensuring all teaching and support staff are effective in communication with disabled students (and parents or carers);
- b) Ensuring that the teaching materials and resources are suitably differentiated to meet the needs of learners with SEND
- c) Ensuring that all teachers are mindful of the needs of students with SEND in practical ways, eg correctly using radio aids, providing live voice for MI students, using bold board markers for students with visual impairments, etc.
- d) Enabling access to ICT for students with dyslexia throughout the school programmes;
- e) Providing appropriate equipment and support for students who have problems with writing.
- f) Ensuring that students with SEND are considered for access arrangements for internal and external exams.
- g) Ensuring that the needs of students with SEND are assessed and reasonable adjustments are made to ensure that they are able to take part in trips whenever possible.

2. The Bulmershe School will improve the physical environment of the school for persons with disabilities by:

- a) Yellow-lining all stair hazards;
- b) Establishing route ways for disabled wheelchair access; (Site Plan)
- c) Establishing at least two marked disabled parking bays;
- d) Identifying floor hazards for visually impaired people;
- e) Investigating the provision of visual emergency alarms for the deaf /hard of hearing;
- f) Incorporating appropriate colour schemes when refurbishing to benefit students with visual impairment and students with ASD.
- g) Fitting ramps and handrails to improve access around the campus for wheelchair users
- h) Providing disability toilets and changing facilities.
- i) Open up corridors to provide better access to ground floor areas where possible.

3. The Bulmershe School will improve the accessibility of information provided by:

- a) Being aware of services available through LEA and outside agencies for converting written information to other formats;
- b) Providing a meeting room on ground floor level for meetings with parents with physical impairment;
- c) Considering accessibility on the school website for those with visual impairments;
- d) Use of 'Plain English'.