



# Accessibility Policy



## 1 RATIONALE

- 1.1 The Accessibility Policy has been drawn up in consultation with the Local Authority, students, parents, staff and governors of the school and covers the period from February 2016. The last review was carried out December 2015.
- 1.2 The school is committed to providing a fully accessible environment that values and includes all students, staff, parents and visitors regardless of their educational, physical, sensory, social, spiritual, emotional and cultural needs. The school is committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.
- 1.3 The school will ensure three key duties are met:
  1. Not to treat disabled students less favourably for a reason related to their disability
  2. Make reasonable adjustments for disabled students
  3. Plan to increase access for disabled students

## 2 PRINCIPLES

- 2.1 Over time, King James's School plans to increase the accessibility of provision for all students, staff and visitors to the school. The Accessibility Plan will contain relevant actions to:
  - Improve access to the **physical environment** of the school, adding specialist facilities as necessary (including physical aids to access education).
  - Increase access to the **curriculum** for disabled students, expanding the curriculum as necessary to ensure that disabled and non-disabled students are equally prepared for life (if a school fails to do this it is in breach of The Equality Opportunities Act 2010). This covers teaching and learning and the wider curriculum of the school, such as after-school clubs, leisure or cultural activities and school visits. It also covers the provision of specialist aids and equipment, which may assist disabled students in accessing the curriculum.
  - Improve the delivery of **written information** (for example, handouts, timetables, textbooks and information about the school and events) to students, staff, parents and visitors with disabilities. Information should be made available in various preferred formats within a reasonable time frame.
- 2.2 The school Accessibility Action Plan relating to key aspects of accessibility is held by the Business Manager and is reviewed and updated annually. New plans will be drawn up every 3 years.
- 2.3 The school acknowledges the need for ongoing awareness-raising and training for all staff and students in the avoidance of disability discrimination, and the potential need to inform attitudes across the wider school community.
- 2.4 As curriculum policies are reviewed, a section relating to access will be added to that on equality and diversity.
- 2.5 This Accessibility Policy should be read in conjunction with the following school policies and documents:
  - Equal Opportunities Act 2010
  - Staff Development Policy

- Health & Safety Policy (including off-site safety)
- Inclusion & SEN Policy
- Behaviour for Learning Policy
- School Development Plan

### **3 KEY OBJECTIVES**

- 3.1 Key objectives of the Accessibility Action Plan are to:
- reduce and eliminate barriers to access to the curriculum and to full participation in the school community for students and prospective students with a disability
  - provide a caring and friendly environment
  - provide resources to cater for the needs of individual students
  - promote an understanding of disabilities throughout the school and an awareness of the needs of disabled students.

### **4 MONITORING**

- 4.1 The Accessibility Action Plan will be monitored by the Leadership Team and SenCo.
- 4.2 It may not be feasible to undertake some of the works during the life of the Accessibility Action Plan and therefore some items will roll forward into subsequent plans. The Action Plan will be revisited prior to the end of each 3-year period in order to inform the development of the new Action Plan for the following period.
- 4.3 The school will work in partnership with the Local Authority in developing and implementing the Action Plan.