



**St Nicholas
Catholic High School
Accessibility Plan**

Version Control

Current version	Previous version	Summary of changes made
2018	2016	
2021	2018	Action plan and accessibility audit (appendix) updated

Policy Impact Statement	
Policy:	
This Policy has been implemented:	
Fully	
Partially	
Occasionally	
Not at all (give reasons why)	
What revisions need to be made:	
To the Policy?	See Version Control Above
To its implementation?	

St Nicholas Catholic High School

Accessibility Plan

1. Aims

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

- Increase the extent to which disabled pupils can participate in the curriculum
- Improve the physical environment of the school to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
- Improve the availability of accessible information to disabled pupils

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

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 he or she has a physical or mental impairment that has a 'substantial' and 'long-term' adverse effect on his or her 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 <i>Include established practice and practice under development</i>	Objectives <i>State short, medium and long-term objectives</i>	Actions to be taken	Person responsible	Date to complete actions by
Increase access to the curriculum for pupils with a disability	Our school offers a differentiated curriculum for all pupils. The curriculum is reviewed to ensure it meets the needs of all pupils.	We use resources tailored to the needs of pupils who require support to access the curriculum. Curriculum resources include examples of people with disabilities.	Curriculum progress is tracked for all pupils, including those with a disability. Targets are set effectively and are appropriate for pupils with additional needs.	Subject Leaders	Ongoing
Improve and maintain access to the physical environment	The environment is adapted to the needs of pupils as required	Improve access to school for all students and visitors	Install automated doors to the reception area at the front of the school	Headteacher	Cost prohibitive. Can only be funded in cases of new builds.
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 • IT - ipads, electronic readers, roger pens (for deaf students), laptops 	Review the effectiveness of communication strategies across the school	Complete a communication audit and implement any actions required to improve communication across the school	SENCO	Ongoing/annually

4. Roles and Responsibilities

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.

Definition of disability under the Equality Act 2010

You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.

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 the Governing Body

Links with other policies

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

- 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

Appendix 1: Accessibility audit

Feature	Description	Actions to be taken	Person responsible	Date to complete actions by
Number of floors	Stairs are kept clean, tidy and free from obstruction at all times. Hazard strips on stairs.	Maintain and ensure access	Site Manager	Ongoing
Corridor access	Corridors are wide with sufficient access for wheelchairs and walking frames	Ensure student equipment does not block the corridor	All staff	Ongoing
Lifts	Service Level Agreement in place for maintenance	Review annually. Remedial works following annual service required.	Site manager	Summer 2021
Parking bays	Disabled parking bays marked	Lines require remarking	Site manager	Summer 2021
Entrances	Accessible doors, enclosed lobby	Automated front doors to be installed	Headteacher	Funding prohibitive
Ramps	Ramp kept clear and free from obstruction at all times	Maintain and ensure access	Site Manager	Ongoing
Toilets	Disabled toilet has hoist and alarms	Ensure hoist and alarms tested and serviced every 6 months	Site Manager	Ongoing

Reception area	Accessible to wheelchair users	None required	Site Manager	Ongoing
Internal signage	Large signs and hazard strips in place.	None required	Site Manager	Ongoing
Emergency escape routes	Fire evacuation plan in place	Ensure weekly testing of system and maintenance	Site Manager	Ongoing

Reviewed by: Finance, Resource and Personnel Committee	Date: 18 th March 2021
Ratified by Governing Body	Date: 31 st March 2021
Review of Policy Due By	Date: February 2024