

Belong. Aspire. Achieve.



ACCESSIBILITY PLAN

2024 - 2027

Reviewer:	Synamon Harvey-Forrester
Review date:	15 January 2024
Committee:	CSE
Next review:	January 2025

Statement of Intent

This plan outlines how Eggar's School aims to increase access to education for students with disabilities in the three areas required by the planning duties in the Equality Act 2010 (i.e. the curriculum, physical environment and information).

A person is regarded as having a disability under the Equality Act where they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

This plan aims to:

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

The above aims will be delivered within a reasonable timeframe depending on the individual circumstances, and in ways which are determined after taking into account students' disabilities and the views of parents and students.

The trustee board also recognises its responsibilities towards employees with disabilities and will:

- Monitor recruitment procedures to ensure that individuals with disabilities are provided with equal opportunities.
- Provide appropriate support and provision for employees with disabilities to ensure that they can carry out their work effectively without barriers.
- Undertake reasonable adjustments to enable staff to access the workplace.

The plan will be resourced, implemented, reviewed and revised in consultation with:

- Students' parents.
- The Head Teacher and other relevant members of staff.
- Trustees.
- External partners.

Legal Framework

This plan has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- The Special Educational Needs and Disability Regulations 2014
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 1996
- Children and Families Act 2014
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- DfE (2014) 'The Equality Act 2010 and schools'
- DfE (2015) 'Special educational needs and disability code of practice: 0 to 25 years'

This plan operates in conjunction with the following school policies:

- Equality Information and Objectives Policy
- Special Educational Needs and Disabilities (SEND) inc Disability Equality Policy
- Equalities Policy
- Admissions Policy
- Behaviour Policy

- Supporting Students with Medical Conditions Policy
- Health and Safety Policy including Administering Medication Policy
- Data Protection Policy

Roles and Responsibilities

The trustee board will be responsible for:

- Ensuring that all accessibility planning adheres to and reflects the principles outlined in this plan.
- Approving this plan before it is implemented.
- Monitoring this plan.

The Head Teacher will be responsible for:

- Ensuring that staff members are aware of students' disabilities and medical conditions.
- Establishing whether a new student has any disabilities or medical conditions which the school should be aware of.
- Consulting with relevant and reputable experts if challenging situations regarding students' disabilities arise.
- Working closely with the trustee board, LA and external agencies to effectively create and implement the school's Accessibility Plan.

The SENCo will be responsible for:

- Working closely with the Head Teacher and trustee board to ensure that students with SEND are appropriately supported.
- Ensuring they have oversight of the needs of students with SEND attending the school and advising the Head Teacher in relation to those needs as appropriate.

Staff members will be responsible for:

- Acting in accordance with this plan at all times.
- Supporting disabled students to access their environment and their education wherever necessary, e.g. by making reasonable adjustments to their practice.

Ensuring that their actions do not discriminate against any student as a result of their disability

ACCESSIBILITY PLAN 2024 – 2027

Increasing Accessibility

Strand A: Increasing the Extent to which Disabled Students can Participate in the School Curriculum.

Target	Strategies	Timeline	Personnel Involved	Resources	Cost	Monitored By
To ensure a strategic approach so that all staff are fully aware of the obligation to provide an inclusive curriculum.	Continual monitoring of the curriculum to ensure fully inclusive.	Ongoing	Individual Needs Coordinator/ Curriculum Leaders	Meeting time		HT
To ensure that all members of the school community understand the Equality Act 2010 in its application to schools.	Continual staff training and staff handbook.	Ongoing	Individual Needs Coordinator	Trustees CSE meeting		SLT/CoT
Increase the opportunities to which disabled students can participate in the school curriculum.	Greater participation in the wider curriculum e.g. after school clubs, leisure, sporting and cultural activities / school visits.	Ongoing and as necessary	All staff	Planning time		SLT
To ensure that all policies do not discriminate against students with disabilities and promotes equal opportunities.	Review policies regularly and amend where necessary to promote inclusion and accessibility to the full curriculum.	As per policy schedule	SLT	Meeting time.		HT/CoT
To ensure the school Prospectus reflects an inclusive ethos.	Review Prospectus to ensure that responding to the full diversity of students and their backgrounds is part of school routine.	Annually	HT	Meeting with Marketing / Photographer		CoT
To raise awareness of staff and students regarding access and disability.	School assemblies planned to explore and raise awareness of disability and access.	Annually	LT & PLs	Assemblies and PPD curriculum		HT
To plan and deliver a curriculum to draw on the different strengths and aptitudes of students.	Use flexible grouping arrangements including ones where students with disabilities can work with their peers by setting up buddying or mentoring.	Ongoing	All staff	Planning time		LT
	Continue to share information regarding the curriculum and examine opportunities for Treloar students to study at Eggar's and for	Ongoing	LT	Meeting time		HT

<p>To further develop links with Treloar College to offer curriculum opportunities for Treloar students.</p> <p>Plan to improve the physical environment of the school in order to increase the extent to which disabled students are able to take advantage of education and extra-curricular activities - already achieved.</p>	<p>Eggar's students to have the opportunity to volunteer at Treloar's where appropriate</p> <p><i>The following are all in situ:</i></p> <p>Handrails on all external stairs</p> <p>Disabled parking spaces (x3)</p> <p>Drop kerb by disabled parking to enable flat access to school</p> <p>Disabled toilet main block (x1)</p> <p>Disabled toilet PE block (x2)</p> <p>Disabled toilet ICT (x1)</p> <p>Disabled toilet signs are large, and in pictures rather than words</p> <p>Permanent access ramp front of school</p> <p>Wheelchair access to Refectory</p> <p>Wheelchair access internally to all Science labs and Drama classrooms</p> <p>Wheelchair access to cooker & sink in Food Technology</p> <p>Wheelchair access to LRC plus</p> <p>Sports Hall, Gym and Astro Turf Pitch are all wheelchair accessible</p> <p>Low level pathway lights between Treloar College & Sports Hall</p> <p>To reduce slippage, every corridor is carpeted</p> <p>Remote controlled P.A. system installed in main hall</p> <p>All student chairs in school are 'Postura plastics' (anti slip)</p> <p>Wheelchair accessible minibus</p>	All completed	Site Manager School Business Manager	Site Maintenance & Health & Safety budgets		HT
<p>To ensure students with medical conditions are properly supported so they have full access to their education in school, including physical education (PE) and on school trips</p> <p>To provide staff development training on students with disabilities when necessary.</p>	<p>Staff training on caring for students with medical conditions</p> <p>INSET sessions from appropriate Teacher Advisers.</p>	<p>Completed Inset Days & ongoing for new staff where necessary</p> <p>As necessary</p>	<p>SBM</p> <p>Individual Needs Coordinator</p>	<p>Staff Inset / Ad hoc training</p> <p>Planning time</p>		<p>HT</p> <p>HT</p>

EGGAR'S SCHOOL ACCESSIBILITY PLAN

Increasing Accessibility

Strand B: Improving the Physical Environment of the School

Target	Strategies	Timeline	Personnel Involved	Resources	Cost	Monitored By
When necessary, improve access for visually impaired people.	All external step edges highlighted in yellow paint	Ongoing	Site Manager Business Manager	Site annual maintenance budget H&S budget R West external H&S consultant access	£2,038	HT
	Light covers are kept clean at all times and all lights internal & external are maintained in good working order	Ongoing				
	Whole school rolling programme of LED lighting	Ongoing				
	Blinds fitted in every room	Ongoing				
	Doors are marked out in various ways, either by coloured surround, coloured door or coloured handle	Ongoing				
	Generally, the colour scheme provides good contrast between walls and doors. Where this is not the case, this is borne in mind in the school's re-decorating programme.	Ongoing				
	All passageways are kept clear at all times and lockers do not extend into doorways	Ongoing				
	Temporary ramps provided for entrances and emergency exits	When needed				
	Facilities in disabled toilet regularly checked to ensure it is alarmed, has rails both sides of toilet, soap and towels are reachable	Ongoing	Site Manager	Corrigenda SLA		

When necessary, improve access for physically disabled people	Detailed Risk Assessments / PEEPS carried out for all wheelchair users PEEPS carried out for students who cannot access upper classrooms due to an injury / wheelchair user	When needed	Welfare Officer			
	Trained Fire Marshalls in situ ensuring full site coverage	Ongoing		H&S Budget	£600	
	Wheelchair- friendly desk at Reception	Completed	Site Manager	Site Maintenance		
	Drop kerb for zebra crossing – both sides of road.	Ongoing	Site Manager	Site Maintenance	£3,000	HT
Future plan to improve the physical environment of the school in order to increase the extent to which disabled students are able to take advantage of education and extra-curricular activities	Purchase at least one large screen computer for LRC and set resolution as required.	When needed	ICT Network	ICT Network Budget	£200	HT
When necessary, improve the learning environment for hearing impaired people. Improve ease with which wheelchair user's move within the school.	Hearing loop to be added to main reception area. Portable hearing loop to be purchased (when needed)	2024-2026	ICT Manager/Site Manager	Site Maintenance budget	£1k	HT
	When refurbishing a classroom / block low pile, high density carpet installed	Ongoing	Site Manager	Site Maintenance budget		HT

EGGAR'S SCHOOL ACCESSIBILITY PLAN

Increasing Accessibility

Strand C: Improving the Delivery of Information to Disabled Students

Target	Strategies	Timeline	Personnel Involved	Resources	Cost	Monitored By
<p>To ensure that all members of the school community are aware of the need to identify and provide for students and parents who require information in alternative formats.</p> <p>To consult parents, students and other agencies about the school priorities for increasing access to information for students with disabilities.</p>	<ul style="list-style-type: none"> • Staff meetings • Identifying current students and their needs in order to set future targets. • Consultation with Hampshire EMTAS service 	Ongoing	LT/Individual Needs Coordinator + Team	Planning and meeting time.		HT
		Ongoing	LT/Individual Needs Coordinator + Team			HT
To provide written information in different formats	<ul style="list-style-type: none"> • When required prepare audio versions of school brochure (and newsletters) • Have available (when needed) a portable hearing loop • Have available (when needed) interpret text software for visually impaired • Have available when required a large PC & keyboard • Have available (when needed) an adjustable desk. 	<p>Ongoing</p> <p>When needed</p>	HT Individual Needs Coordinator Network Manager	Meeting time. Audio equipment.	£2,000	HT
Further develop links with Treloar school and college to share good practice and facilities.	Continue to share sports hall facilities and develop links with curriculum areas.	Ongoing	LT	Meeting time.		HT