



Policy No. 15

School Disability Access Policy

Approved by	Governing Body
Date written	April 2023
Review date	April 2026
Issue or revision no.	3

Inspiring us all to create a Better World

“ You are the salt of the earth...you are the light of the world.” Matthew 5 13-15

Introduction

Holmer C of E Academy has an obligation under the Equality Act of 2010. The Governing Body has three key duties towards disabled pupils, under Part 4 of the Disability Discrimination Act (DDA:1995);

- not to treat disabled pupils less favourably for a reason related to their disability;
- to make reasonable adjustments for disabled pupils, so that they are not put at a substantial disadvantage;
- to draw up plans to show how, over time, we will increase access to education for pupils who are disabled.

This policy sets out the proposals of our school to increase access to education for pupils who are disabled in the three areas required by the planning duties of the Equality Act;

1. increasing the extent to which pupils who are disabled can participate in the school curriculum;
2. improving the environment of the school so pupils who are disabled can take greater advantage of education and associated services;
3. improving the delivery of the curriculum to pupils who are disabled.

* This policy should be read in conjunction with the School’s Disability Access Plan

Definition of Disability

Disability is defined by the Disability Discrimination Act 1995 (DDA):

“A person has a disability 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 carry out normal day to day activities.”

Key Objective

To reduce and eliminate barriers to access to the curriculum and to full participation in the school community for pupils, and prospective pupils, with a disability.

Principles

- Compliance with the DDA is consistent with the school’s aims and equal opportunities policy, and the operation of the school’s SEN policy;
- The school recognises its duty under the DDA (as amended by the SENDA):
 - not to discriminate against disabled pupils in their admissions and exclusions, and provision of education and associated services.
 - not to treat disabled pupils less favourably
 - to take reasonable steps to avoid putting disabled pupils at a substantial disadvantage
 - to publish an Accessibility Plan.
- In performing their duties, governors and staff will have regard to the DRC Code of Practice (2002);

- The school recognises and values parents' knowledge of their child's disability and its effect on his/her ability to carry out normal activities, and respects the parents' and child's right to confidentiality;
- The school provides all pupils with a broad and balanced curriculum, differentiated and adjusted to meet the needs of individual pupils and their preferred learning styles; and endorses the key principles in the National Curriculum 2000 framework, which underpin the development of a more inclusive curriculum:
 - Setting suitable learning challenges
 - Responding to pupils' diverse learning needs
 - Overcoming potential barriers to learning and assessment for individuals and groups of pupils.

Activity

This section outlines the main activities which the school undertakes, and is planning to undertake, to achieve the key objective (above).

a) Educational and related activities The school will continue to seek and follow the advice of bought in professional services, such as specialist teacher advisors and SEN advisors, and of appropriate health professionals from the local NHS Trusts.

b) Physical Environment The school will take into account the needs of pupils and visitors with physical difficulties and sensory impairments when planning and undertaking future improvements and refurbishments of the site and premises, such as improved access, lighting, acoustic treatment and colour schemes, and more accessible facilities and fittings.

c) Provision of information The school will make itself aware of local services, including those provided through Herefordshire Council, for providing information in alternative formats when required or requested.

What defines 'reasonable adjustments'?

In determining what is reasonable the school will have regard to:

- The financial resources available to the school
- The costs of any particular alteration to the premises, staffing arrangements, or special equipment required
- The practicality of making reasonable adjustments
- The extent to which aids and services will be provided via an Education Health Care Plan (SEN Code of Practice 2014), or by provision paid for outside the school's resources.
- Health and Safety requirements
- The interests of other pupils
- The need to maintain academic, musical, sporting or other standards.

Action Plan

See attached (Appendix 1)

Responsibility

In order that Holmer C of E Academy is fully compliant with the Equality Act, all staff are made aware of the duties towards children who are disabled and the 'reasonable

adjustments' needed for particular children. Coordination and implementation is the responsibility of the Head, deputy, SENCO and all teachers.

Linked Policies

This Plan will contribute to the review and revision of related school policies e.g.

- School development plan
- Child Protection and Safeguarding Policy
- Health and Safety Policy
- Supporting Medical Conditions Policy
- Building and site development
- SEND policy
- Equal Opportunities policy
- Curriculum policies

Appendix 1

Holmer C E Academy Accessibility Plan 2023-2026

Action Plan Target: To improve curriculum access for pupils with disabilities and physical access to the school buildings and facilities for all people with disabilities.

		Objective	What	How	When	Goals Achieved
Short Term	1	Lack of parking space for disabled visitors.	Create a second disable parking space in the school car park	When building work complete parking look for second space to be painted	Autumn 2023	
Medium Term	2	General Maintenance of existing areas.	1) White painting to the nosing of steps where it currently isn't 2) Colour contrasts could be improved in some areas	Premise inspection by F and P C	Autumn 2023	
	3	Internal Fire Doors held open with hooks	Consider provision of magnetic catches connected to the fire alarm system for all	F and PC sub Committee	Summer 2024	

			internal corridor doors.			
	4	Main Hall Acoustic Issues	Consider an induction loop to main hall.	F and PC sub-committee	Summer 2024	
Long Term	5	Hygiene Room Provision	Convert existing disused wet room into hygiene room and reinstate services.	This can be done at short notice	When the need arises	
	6	Access to Staff Room	Ensure that everybody has access to resource room and staff room, installing a lift / stair lift as	This can be done at short notice	When the need arises	