

Accessibility Plan September 2022- August 2025

Introduction

Schools are required under the Equality Act 2010 to have an accessibility plan. St John's College School understands its obligation to increase access for disabled staff, pupils and parents through improving the physical environment of the school and to increase access for disabled pupils to the curriculum and improve the delivery of written information.

A person is disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities (as defined by the Equality Act 2010).

The School's Accessibility Plan contains relevant actions to:

- increase the extent to which pupils with disabilities can participate in the School's curriculum
- improve the School's physical environment for the purpose of increasing the extent to which pupils with disabilities are able to take advantage of education and benefits, facilities or services provided or offered by the School, and
- improve the delivery of information to pupils, staff and parents with disabilities which is readily accessible to those without disabilities.

Aims

St John's College School undertakes to:

- Treat all its pupils fairly and with respect. This involves providing access and opportunities for all pupils without discrimination.
- Identify and remove barriers to access to the school for children with disabilities.
- Provide a written plan on Accessibility covering the three key strands and covering the time from September 2022 to August 2025.
- Keep the plan under review and revise it as necessary.
- Resource and implement the plan.
- Publish the plan for parents.
- Train staff on SEN and Disability

The School consults staff with responsibility for the induction arrangements for new pupils to ensure that the particular needs of pupils with disabilities are recognised in advance, that suitable staff training is provided and that any modifications to the curriculum or premises are fed into the plan before the arrival of the new pupils.

Links with other policies:

- Disability policy
- Individual Needs policy
- Health and Safety policy
- Risk assessment policy
- Admissions Policy

Review

This policy and plan will be reviewed in March 2024

Accessibility Action Plan 2022 – 2025

A - Improving Access to the Physical Environment

Targets	Action / Deficiency	Responsibility	Resources	Timeframe	Outcomes	Achieved
Ensure that the School environment is accessible to all pupils	Assess the pupil roll for any individual for whom access may be problematic. Plan for access where any pupil develops a disability whilst at school. This includes temporary access plans for short-term injuries, which involve rooming changes within the timetable.	SMT; Head of Individual Needs (IN)	As required	2022 - 2025	School environment is accessible to pupils e.g. a pupil with a disability or a broken leg can access classrooms.	Ongoing
Improve access to Science Lab and Hinsley Hall at Senior House	No wheelchair specific access to first floor spaces	Bursar and Facilities Manager	Costs to be determined in 2023 – 2024 academic year	2022 – 2025	Improve access to main school site at Senior House	
Improve access to classrooms on ground floor at Byron House and Senior House	Most classrooms have at least one step access – improve by making this ramped access.	Bursar and Facilities Manager	Costs to be determined in 2023 – 2024 academic year	2023 – 2024	Improve access to classrooms for wheel chair users	

B- Improving Access to the Curriculum

Targets	Action	Responsibility	Resources (staff or budgeting)	Timeframe	Outcomes	Achieved
To provide access to laptops to children who will benefit by having increased access to the curriculum	IN department to continually review needs of children who would benefit from use of laptops/chrome books on a regular basis.	Head of IN; Director of Studies; Head of IT; Bursar	Laptops/chrome books 2022/23: £54,432 2023/24: £40,283 Budget 2024/25: £30,000	2022 – 2025	Children who need to use laptops are able to touch type at a speed that is faster than their writing speed.	Complete: Each classroom has set of Chromebooks but continuing ongoing review to update.
Increase number of reading pens	IN department, in consultation with Head of Byron House and Director of studies to ascertain how many would be useful.	Head of IN; Head of Byron House; Director of Studies	To be costed for 2024 – 2025 budget	2022 – 2025	Children who would benefit from use of reading pens make progress.	
Head of IN training	Head of IN to be trained in how to undertake educational needs assessments	Head of IN	£1,655.00	2022 – 2023	Increase provision amongst staff to assess children with possible educational needs and so improve their access to the curriculum with relevant strategies as early as possible.	Completed December 2023

C- Improving Access to Information

Targets	Action	Responsibility	Resources	Timeframe	Outcomes	Achieved
Ensure that information such as handouts, timetables, and information about school events can be disseminated in alternative formats such as large print, audio using ICT, or providing the information orally.	Termly meetings with parents and IN staff	Head of IN; Director of Operations	As required	2022 – 2025	All parents have accessibility to school information	Ongoing
Increase staff awareness of disability and discrimination	Commission Equaliteach to assist with school's approach to equality, diversity and inclusion	Head; Director of Studies	£10,501.75	2022 – 2023	Staff and all of school community are better informed about disability and all matters of equality, diversity and inclusion leading to improved practice and outcomes.	Report from Equaliteach received in March 2023. Ongoing work to improve access to information and knowledge.