



Accessibility Policy and Plan

Policy No: GHS4/15
Policy Leader: Senior Site Manager

Updated December 2022
Date of Review: December 2025

**Statutory Policy required by education legislation: Equality Act 2010: Schedule 10,
Paragraph 3 and Disability Discrimination Regulations 2005**

NB: Also Appendix to Health and Safety Policy

ASPIRE

ACHIEVEMENT * SUPPORT * PERSEVERANCE * INDIVIDUALITY * RESPECT * EXCELLENCE

Introduction

This policy and plan is drawn up in accordance with the following:

- equality Act 2010: improving the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled. The delivery must be within a reasonable time and in ways which are determined after taking account of the pupils' disabilities and any preferences expressed by them or their parents
- disability Discrimination Regulations 2005

Definition of Disability

Disability is defined within the Disability Discrimination Act 2005 (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 Objectives:

- to reduce and eliminate barriers to access the curriculum and to ensure full participation in the college community for students and prospective students with a disability
- to also ensure that the needs of disabled staff and parents/carers are accommodated in the college environment, as far as is reasonably practical

The DDA specifies that an Accessibility Plan should make provision for:

- increasing the extent to which disabled students can participate in the college curriculum
- improving the physical environment of the college to increase the extent to which disabled students can take advantage of education and associated services
- improving the delivery of information to disabled students, which is provided to students who are not disabled. This should take account of views expressed by the students or parents about their preferred means of communication.

Principles

The Henry Cort Community College recognises its duty to:

- ensure that compliance with the DDA is consistent with the Equality Policy; its Equal Opportunities Policy; the operation of its Special Education Needs and Disability (SEND) policy and any other policy that has a focus and impact on its disabled students, staff and parents/carers
- not discriminate against disabled students, staff and parents/carers in admissions and exclusions or in provision of education and associated services
- not treat disabled students, staff and parents/carers less favourably
- take reasonable steps to avoid putting disabled students, staff and parents/carers at a substantial disadvantage
- publish an Accessibility Plan (see Appendix A)

The Henry Cort Community College recognises and values parents' or carers' knowledge of their child's disability and its effect on his/her ability to carry out normal activities, and respects their and the child's right to confidentiality.

The college provides all students with a broad, balanced curriculum, differentiated and adjusted to meet the needs of individual students and their preferred learning styles, promoting the development of a more inclusive curriculum:

- setting suitable learning challenges
- responding to students' diverse learning needs
- overcoming potential barriers to learning and assessment for individuals and groups of students
- accommodating the needs of disabled staff and parents/carers as far as is reasonably practical

Education and related activities:

- the college already offers a broad and balanced curriculum with a diverse range of additional opportunities that are appropriately differentiated so as to maximise student access and to encourage wider participation. The college will continue to review provision and seek input from students, parents/carers, relevant specialist advisers and appropriate health professionals on a regular basis

Physical environment:

- the college has in place partial disabled access to all its facilities. Full access is also in place to all external parts of the college's site. The college has similarly ensured that there are sufficient washroom facilities within its teaching areas designed specifically for disabled users. As has been best practice in the past, the college will continue to take account of the needs of its students, staff and visitors with physical difficulties and other impairments when planning and undertaking future improvements and refurbishments of the site and premises, such as improved access, lighting, acoustic treatment and colour schemes

Provision of information:

The Henry Cort Community College has conformed its web content accessibility which ensures the web content for the college is more accessible to users with disabilities as well as being of benefit to all users. The college will provide information in alternative formats when required or requested.

Appendix A

The Henry Cort Community College – Accessibility Plan

At The Henry Cort Community College, we are committed to providing a fully accessible environment which values and includes all students, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are further committed to challenging attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.

The Henry Cort Community College is extremely well provided for in terms of enabling accessibility of provision for all students, staff and visitors to the college, though will continually strive to ensure this is both prioritised and taken into account when considering future developments. The following areas will form the basis of the Accessibility Plan with relevant actions to:

- improve access to the physical environment of the college including facilities provided within the classroom;
- improve the delivery of written information to students, staff, parents and visitors with disabilities.
- incorporate reference to differentiation within curriculum planning documents and within schemes of work.

It is acknowledged that there will be need for ongoing awareness raising and training for all staff and students in the matter of disability discrimination and the potential need to inform attitudes on this matter.

This Accessibility Plan should be read in conjunction with the following policies, strategies and documents:

- Equality & Diversity
- Health & Safety
- Equal Opportunities
- Special Needs
- Behaviour Management
- Equal Opportunities in Employment
- Child Protection
- Bullying

The Action Plan for physical accessibility may include for works that the college is unable to undertake during the life of this Accessibility Plan through funding caution and/or identification of other college funding priorities and as such some items may roll forward into subsequent plans. At all times where fully desired works are not achievable, the college will look to make reasonable adjustments short of the full works if this is deemed possible. The audit will need to be revisited prior to the end of this three-year plan period in order to inform the development of the new plan for 2020-2023.

As curriculum policies are reviewed, a section relating to access will be added to that on Equality and Diversity. The college prospectus and its website will also make reference to this Accessibility Plan.

The Henry Cort Community College will be particularly alert to any needs arising from the requirements of newly enrolled students to Year 7 each year as well as in-year entrants where accessibility issues may arise.

The Plan will be monitored through the Senior Leadership Team.