



**HARDENHUIISH SCHOOL**  
**ACCESSIBILITY PLAN**  
**2021**



## 1. Context

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

- a. Maximise access to the curriculum for pupils and students with a disability or special educational need;
- b. Ensure the physical environment of the school enables disabled pupils and students to take maximum advantage of education, benefits, facilities and services provided;
- c. Ensure the accessibility of information pupils, students, staff, parents and visitors who have a disability or special educational need;
- d. Make appropriate provision to enable staff, parents and visitors with disabilities to access the physical environment of the school as required.

Hardenhuish School aims to treat all its stakeholders fairly and with respect. We are therefore committed to providing as accessible an environment as possible. The nature of our school site, being very large and on a hill, presents us with specific difficulties but every effort is made to overcome these difficulties as outlined in the section below on access to the physical environment.

## 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 and special educational needs 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, e.g. height adjustable chair, or adjustments to premises, e.g. provision of ramps.

## 3. Links with Other Policies

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

- a. Assessment Policy
- b. Health & Safety Policy
- c. Health & Wellbeing Policy
- d. Pupils with Medical Needs and Medical Conditions Policy
- e. Single Equalities Policy
- f. Special Educational Needs Policy

4. **Monitoring and Review**

This document will be reviewed every three years but may be updated more frequently as necessary.

## 5. Audit Plan

Aim	Current Good Practice	Objectives	Actions	Person responsible	Timescale	Status
Maximise access to the curriculum for pupils and students with a disability or special educational need	<p>Differentiated curriculum</p> <p>Resources tailored to needs</p> <p>Progress tracking and monitoring</p> <p>Support And Intervention Leaders group</p>	To ensure a 'joined-up' approach with a range of support for all groups	<p>Mental Health group</p> <p>Peer Mentoring programme</p> <p>LGBTQ+ peer support group</p> <p>Introduce RSE 2020 statutory curriculum</p>	<p>Assistant Head Teacher</p> <p>Assistant Head Teacher</p> <p>Assistant Head Teacher</p> <p>Curriculum Leader for PSHE</p>	<p>Ongoing</p> <p>3 year project</p> <p>Ongoing</p> <p>2020 (extended to 2021 due to C-19)</p>	<p>Established Now embedding</p> <p>Launched in 2019 Now embedding</p> <p>Established Now embedding</p> <p>Planned and developed. Now to deliver and embed</p>
	<p>Annual review of curriculum</p> <p>Information on pupils with disabilities readily available on intranet</p> <p>Class registers identify those with particular needs</p> <p>SENCo in place with 3 Learning Support teachers and team of TAs</p>	To continue to focus on adapting learning for SPIGs	<p>Identify on Departmental Development Plans/School Development Plan</p> <p>Appraisal targets encouraged</p>	Headteacher	Ongoing	Current + in process

	Intervention and small group teaching Medical Officer in place Nurture Room					
	Pastoral Manager for every year group Tutor mentoring sessions Provision maps and annual reviews for identified pupils Mental Health Support Worker role	To continue to ensure equality of Pastoral Manager service	Review & amend Pastoral Manager Handbook	Deputy Head Teacher Assistant Head Teacher Pastoral Managers	1 year project 2018 to establish	Completed and ongoing
<b>Aim</b>	<b>Current Good Practice</b>	<b>Objectives</b>	<b>Actions</b>	<b>Person responsible</b>	<b>Timescale</b>	<b>Status</b>
Maximise access to the physical environment	The environment is adapted to the needs of stakeholders as required. This includes: <ul style="list-style-type: none"> <li>Fixed &amp; mobile ramps</li> <li>Lifts in 2 buildings</li> <li>Disabled parking bays</li> <li>Disabled toilets</li> <li>Ground floor meeting room, classrooms and specialist rooms with flat access</li> <li>New fire escapes added Aug 2020</li> </ul>					
		To improve access for wheelchair users	Install lift in L Centre	Business Manager Site Manager		Consider as part of L Centre refurbishment
		To develop gender neutral facilities	Install gender neutral toilet facilities  Install gender neutral changing facilities	Business Manager Assistant Headteacher	Long term and considerable financial commitment	Research to take place re. funding and reserves use

	<ul style="list-style-type: none"> <li>• Tarmac footpath complete Dec 2020</li> <li>• Disabled toilets adapted to 'Toilets with accessible facilities (as an interim measure)</li> </ul>					
<b>Aim</b>	<b>Current Good Practice</b>	<b>Objectives</b>	<b>Actions</b>	<b>Person responsible</b>	<b>Timescale</b>	<b>Status</b>

Maximise the accessibility of information	<p>All documentation available electronically and in hard copy</p> <p>Hard copy letters sent home where home access to the internet is limited</p> <p>Provision of parental access to Show my Homework</p> <p>Up to date and easy to use website</p> <p>Overhead projectors in all classrooms</p> <p>Camera and screens in ETH</p> <p>Sound system in ETH</p> <p>Many pupils and students with disabilities provided with laptops</p>	Improved AV provision in classrooms	Installation of projectors and remote dongles and training staff	Assistant Headteacher ICT Support Manager	2020/21	In process
	<p>Special measures applied for re external exams</p> <p>Sufficient invigilators supplied to facilitate special exams arrangements, e.g. scribes, readers</p>	Ensure entitled pupils & students have appropriate access arrangements including ICT use and support	Training for staff	Learning Support Team Exams Officer	Ongoing	Ongoing