



Accessibility Policy

MISSION STATEMENT

At St Anne's we aim to meet people where they are on their faith journey and accompany and guide them on their way to achieving their full potential. We strive to create a Catholic community which shares common beliefs and where, following Christ's example, we recognise the unique and equal value of each member. Our commitment to each person's growth is reflected in the quality of our school's provision which seeks to maintain the highest possible standards of achievement and behaviour.

Policy Adopted: 20th September 2018

Review date: September 2021

Signed:

(Chair of Governors)



ACCESSIBILITY POLICY

St Anne's RC High School strives to ensure that the culture and ethos of the school are such that, whatever the abilities and needs of members of the school community, everyone is equally valued and treats one another with respect. Pupils should be provided with the opportunity to experience, understand and value diversity.

The definition of disability is as below

- Someone with a physical or mental impairment
- The impairment is such that it has a substantial and long-term adverse effect on an individual's ability to perform normal day-to-day activities

Physical or mental impairments can include sensory impairments (such as those affecting sight and hearing) and learning difficulties. The definition also covers certain medical conditions when they have a long-term and substantial effect on pupils' everyday lives.

We recognise our duty under the Equality Act 2010

The Equality Act has simplified and strengthened the discrimination laws which protect people from unfair treatment.

It is unlawful for a school or other education provider to treat a disabled pupil unfavourably. Such treatment could amount to:

- direct discrimination
- indirect discrimination
- discrimination arising from a disability
- harassment

Schools and LAs must:

- not treat disabled pupils less favourably; and
- take reasonable steps to avoid putting disabled pupils at a substantial disadvantage (the 'reasonable adjustment' duty)

The Local Authority and School Governors have the duty to publish Accessibility Strategies and Plans.



Scope of the Plan

This plan covers all three main strands of the planning duty:

1. ***Improving its physical environment to enable disabled pupils to take better advantage of the education, benefits, facilities and services provided***

Currently at St Anne's RC High School there are areas of the school that are not accessible for disabled pupils as there is no lift to upstairs areas. Pupils will work within the Inclusion area to catch up lessons that are missed due to access.

2. ***Aim to Increase the extent to which pupils with disabilities can participate in the schools curriculum.***

The curriculum is carefully designed to meet the needs of all learners and all pupils access a broad and varied curriculum.

3. ***Improving the availability of accessible information for disabled pupils.***

Any pupils requiring additional support are clearly identified on entry to St Anne's RC High School. Those requiring specific support with communication are known by staff so their needs can be met in lessons through differentiation.

Other related School Policies

Equality for disabled pupils is included as an explicit aim in all of the school's policies and is supported by the school's other policies including:

- Behaviour Policy
- Admissions Policy/criteria
- SEND Policy
- Emergency Evacuation Policy

Aims

St Anne's RC High School aims to include all pupils, including those with disabilities, in the full life of the school. Our strategies to do this will include:

- having high expectations of all pupils
- finding ways in which all pupils can take part in the full curriculum including sport, music and drama



- planning out of school activities including all school trips and excursions so that pupils with disabilities can participate
- setting Admissions Policy and criteria which does not discriminate against pupils with disabilities or treat them unfairly
- devising teaching strategies which will remove barriers to learning and participation for pupils with disabilities
- planning the physical environment of the school to cater for the needs of pupils with disabilities
- raising awareness of disability amongst school staff (teaching and support staff) through a programme of training
- by providing written information for pupils with disabilities in a form which is user friendly
- by using language which does not offend in all its literature and make staff and pupils aware of the importance of language

Monitoring

St Anne's RC High School recognises that monitoring is essential to ensure that pupils with disabilities are not being disadvantaged.

We will monitor:

- Admissions
- Attainment
- Attendance
- Rewards
- Sanctions
- Exclusions
- Selection and recruitment of staff
- Parents attending consultation meetings
- Parents' involvement in the life of the school

The School Governors will review annually their statutory responsibility to ensure the duties are being fulfilled.