



# King's High School

Policy:	<i>Accessibility including 3 Year Accessibility Plan</i>
Applies to:	<i>King's High School Staff and Pupils</i>
Authors:	<i>Deputy Head Pastoral</i>
Approved by:	<i>KHS Committee, June 2017</i>
Reviewed:	<i>1 July 2019; 1 July 2020, 9 Aug 2021</i>
Signed:	<i>S Watson, Deputy Head Pastoral</i>

## King's High Policy on Accessibility and 3-year Accessibility Plan

### Aims

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

- Increase the extent to which disabled pupils can participate in the curriculum
- Improve the physical environment of the school to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
- Improve the availability of accessible information

Our school aims to treat all its pupils and staff fairly and with respect. This involves providing access and opportunities for all pupils without discrimination of any kind. In particular, one of our aims is ,”To provide a safe, stimulating and supportive school environment, where each student can feel inspired, challenged and valued.”

King's High School (“the School”) will –

- 1.1 Maintain and drive a positive culture of anti-discrimination towards disabled people.
- 1.2 Train staff to understand the types of disabilities and how to deal with employees and pupils who have disabilities. Staff will not be expected, unless medically qualified, to administer medication.
- 1.3 Adopt **user-friendly procedures** for considering admissions from parents of disabled children.
- 1.4 Fulfil the planning duty to draw up a three-year Accessibility Plan with the aim of increasing the **accessibility of the School's curriculum**, and to improve the **physical environment of the School** and to improve **access to information** for our employees, pupils and prospective pupils.
- 1.5 **Implement** and **review** the Accessibility Plan regularly.
- 1.6 Keep under review the School's **Admission Policy and Anti-Bullying policies** in line with government guidance updates.

Our school is also committed to ensuring staff are trained in equality issues with reference to the Equality Act 2010, including understanding disability issues.

The school supports any available partnerships to develop and implement the plan.

Our school's complaints procedure covers the accessibility plan. If you have any concerns relating to accessibility in school, the complaints procedure sets out the process for raising these concerns.

### Legislation, guidance and definitions

[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 and SEND code of practice: 0 to 25 years - GOV.UK \(2015\).](#)

The Equality Act 2010 defines an individual as disabled if they have a physical or mental impairment that has a 'substantial' and 'long-term' adverse effect on their 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 and long-term health conditions.

The following list on the meaning of impairment (in accordance with the Equality Act 2010) is not exhaustive, but generally considered the best starting point:

- Sensory impairments, affecting sight or hearing
- Impairments with fluctuating or recurring effects such as rheumatoid arthritis, ME, chronic fatigue syndrome, fibromyalgia, diabetes, depression and epilepsy
- Progressive, such as motor neurone disease, muscular dystrophy, and forms of dementia
- Auto-immune conditions such as lupus (SLE)
- Organ specific, including respiratory conditions such as asthma, cardiovascular disease and thrombosis, stroke and heart disease
- Developmental, such as autistic spectrum disorders (ASD), dyslexia and dyspraxia
- Learning disabilities
- Mental health conditions with symptoms such as anxiety, low mood, panic attacks, bipolar affective disorder, post-traumatic stress disorder, OCD, and some self-harming behaviour
- Mental illness such as schizophrenia, and depression
- Any long term, severe and significant condition produced by injury to the body and to the brain

Disability **does not** include:

- Hay fever sufferers.
- A person with anti-social tendencies such as paedophilia and/or abusive behaviour.
- A person diagnosed as HIV positive, until they exhibit physical symptoms or related conditions.
- A person who has a behavioural difficulty, for a reason other than a disability, for example, arising from social or domestic circumstances.
- A person who is addicted to nicotine, alcohol and other non-prescribed substances

Schools are required to make 'reasonable adjustments' for pupils with disabilities 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 or adjustments to premises.

## **Accessibility**

### **Academic/Educational:**

- Staff need to be aware of pupils with SEND
- Staff will continue to be made aware of strategies to make 'reasonable adjustments' within the classroom so as not to place disabled pupils at a substantial disadvantage in accessing the curriculum.
- Staff will need to adapt their teaching to the learning styles and needs of all their pupils according to their abilities and needs.
- The implementation of reasonable adjustments to classroom management, teaching and expectations, should not prejudice the progress of other pupils, nor their health and Safety, for example, labs, workshops, sports equipment

### **Social, Sporting and Recreational Activities:**

- Individual Risk Assessment and management strategies will be provided for pupils with a disability who wish to engage in school trips or visits

## **Disability discrimination**

We will **not treat a pupil or employee or a prospective pupil or employee less favourably on the grounds of disability without justification.**

We will not knowingly discriminate against a person on the grounds of disability –

- In the arrangements for determining **admission or employment procedures.**
- In the terms on which a place at the School is offered
- By refusing or deliberately omitting to accept an application for admission or employment.
- In the provision of **education and associated services.**
- By **excluding** a person on the grounds of their disability.
- By **victimising** a person with a disability.
- By failing to take steps to ensure that disabled persons are not placed at a **substantial disadvantage** in comparison with non-disabled persons.

### **Admission procedure for pupils**

The School will be open to applications from **any prospective pupil with a physical and/or mental impairment.**

- The registration or admission form will enable the parents to give details of their child's disability.
- Every application will be considered on its merits within the School's criteria for selection on grounds of the pupil's ability and aptitude.
- The School will treat every application from a disabled pupil in a fair, open-minded way.
- The School will, if appropriate, request from the parents or previous School full details in the form of medical reports, educational psychologist reports and any other report which assesses the child's disability so that the School can make an assessment of the adjustments that would be needed in order to provide adequately for the pupil's physical and educational needs.
- The applications will be considered on the basis that all '**reasonable adjustments**' have been made by the School in order to cater for the child's disability. (See definition below)
- The School will not offer a place if, after all reasonable adjustments have been made, the School will not be able to provide adequately for the pupil's physical and educational needs.  
The School shall inform the parents of their decision and give details of the reasonable adjustments they are going to make or give reasons why the offer of the place is declined.

### **Education and associated services**

The School has an on-going duty to make reasonable adjustment in respect of the '*education and associated services provided*'. This is a broad expression that covers all aspects of school life. The range of activities that are covered by the expression include:

- the curriculum
- classroom organisation and timetabling
- access to school facilities
- school sports
- school policies
- breaks and lunchtimes; the serving of school meals
- assessment and examination arrangements
- school discipline and sanctions
- exclusion procedures
- school clubs, trips and other activities; and
- preparation of pupils for the next phase of education.

### **Reasonable adjustments for pupils**

The School is legally required to make 'reasonable adjustments' in order to cater for a child's disability. The School is **not legally required to supply auxiliary aids or services or to make any alterations to the physical features of the School.**

The School shall inform the pupils and parents of the reasonable adjustments that the School are **legally required** to make for that pupil, which may typically include –

- Making arrangements for a child in a wheelchair to attend an interview in an accessible ground floor room.
- Allowing extra time for a dyslexic child to complete an entrance exam.
- Providing examination papers in larger print for a child with a visual impairment.
- Rearranging the timetable to allow a pupil to attend a class in an accessible part of the building.  
Arranging a variety of accessible sports activities.

The School is **not legally required** to make adjustments which include –

- Physical alterations such as the provision of a stair-lift or new ground floor facilities, such as a new library.
- Auxiliary aids and services such as a loop for children with hearing aids; large LCD screen computers and disability trained classroom assistants.
- Pupils are required to move around the site but most areas are accessible by lift.

## Disclosure

Parents will be requested to provide the School with copies of the child's latest medical report, educational psychologist's report and any other information regarding the child's disability.

If following the offer of a place it is discovered that the School has not received full disclosure of information relating to the child's disability and the School is not able to make reasonable adjustments for those disabilities then the School may withdraw the offer of a place or ask the parents to withdraw a child who is already a pupil.

## Review procedure

Parents may request a review if the School decides it is unable to offer their child a place on the grounds of disability. The request must be made as soon as possible and in any event within seven days of the decision being notified to the parents. The Head Master will advise as to the procedure under which such a review will be conducted.

## Accessibility plan

The School has a three-year Accessibility Plan (Appendix A). The plan is available, on request, to all parents and staff.

The Accessibility Plan includes consideration of how the School proposes to:

- Increase the extent to which disabled pupils can participate in the **school's curriculum**.
- Improve the **physical environment** of the school for the purpose of increasing the extent to which disabled pupils are able to take advantage of **education and associated services**.
- Improve the **delivery of accessible information** to pupils with a disability

The plan is reviewed annually to ensure that it is up-to-date and covers all aspects of School life as determined under the Act.

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

- Risk assessment policy
- Health and safety policy
- Equality information and objectives (public sector equality duty) statement for publication

➤ Special educational needs (SEN) policy

## APPENDIX A: SCHOOL DEVELOPMENT PLAN: 3- Year Accessibility Development Plan: 2021 – 2024

### Evaluation from 2020-2021 Plan:

**Physical access:** Move to the new site has vastly improved accessibility to classrooms and has a beneficial impact on the curriculum for any disabled student. For the first time in over 140 years the school is fully accessible. A student with a long-term mobility problem, awaiting an operation, has been able to use the lifts which has allowed her to use labs etc. which was more difficult for her in the old school buildings. Transport adjustments were made to accommodate the needs of a student with long-term mobility issues on the buses.

**Curriculum accessibility:** The implementation of BYOD and the School's response to Covid-19 has enabled all students to have remote access to all learning through the use of Office 365 suite. This enables pupils with any physical or mental health needs to access their learning remotely. A number of lunchtime clubs have been developed to support mental health and those with a related disability e.g. Rest and Relaxation Club, Wellbeing Club, Gardening Club

**Delivery of accessible information:** The use of the immersive reader facility aids those with reading or sight challenges. More reader pens have also been introduced by the Head of Learning Support as well as a number of students using coloured overlays.

**Awareness of disability provision:** Students came forward to ask to celebrate 'Hidden Disabilities' week for the first time and Y8 students made a presentations to all of Key Stage 3. Hobbs Society (student-led) ran a series of talks form visiting speakers on 'ableism' including presentations on Moebius syndrome (form a sufferer), autism and Down's syndrome. Paralympian medallist Kare Adenegan (wheelchair athlete) gave an inspiring assembly on the importance of goals during our 'Everyday is Wellbeing Day' countdown to the school return after lockdown 3 and ran a Q and A workshop with those on out Talented Athlete Programme. A new partnership has been developed with a special school in the locality.

SCHOOL DEVELOPMENT PLAN: 3-year Accessibility Development Plan: 2021-2022

Aim/Project/Priority Area: Accessibility				
Targets	Criteria for Success	Implementation Strategies	Timescale	Who
<p><b>Increasing the extent to which disabled pupils (including those with learning difficulties) can participate in the whole school curriculum:</b></p>	<p>All pupils participate in broad curriculum including practical subjects</p> <p>Teaching adjustments are made where necessary to meet needs in practical subjects</p> <p>Allowances are made for students with learning disabilities, such as mental health disability, without compromising their aspirations and achievement</p> <p>Students start to work in partnership with those in a local special school</p> <p>Awareness and empathy for those with disabilities is raised</p> <p>Ableist thinking replaces focus on limiting factors</p> <p>New Learning Support Zone established and fully operational and enables better support for individuals</p> <p>More specific co-curricular clubs are tailored to the needs of those with a mental disability e.g. a social support group for students with autism.</p> <p>Staff confident in supporting students who present with mental health disabilities</p>	<ul style="list-style-type: none"> <li>Promote that King's now is a fully accessible school</li> <li>Information gathered from and discussed with HOLS about pupil experience in practical subjects for any student with a physical disability. Staff informed of any further adjustments via IEPs and email.</li> <li>Review with HOLS the expectations made on SEND students e.g. cannot expect a SEND student to produce same amount of homework as another student and should look to giving extensions to those SEND students who require it.</li> <li>Review the needs of students with a mental health disability to balance health and aspirational needs</li> <li>Include opportunities to work with disabled people</li> <li>Increase awareness of ableism amongst all students and staff</li> <li>Pupils see that they have a bright, larger, better space to work in which makes them feel important members of the community</li> <li>Develop further co-curricular clubs to support pupils with mental disability needs</li> <li>Specialist mental health safeguarding training for all staff to help them develop empathy and support students with mental disabilities</li> </ul>	<p>Throughout the year</p>	<p>Head/ SDH/ DHP/ HOLS/ DHA</p>

<b>Improve the availability of accessible information</b>	<p>Pupils are fully aware of the accessibility help provided by Office 365</p> <p>More departments make electronic textbooks available</p> <p>All pupils are willing to use the resources made available to them</p>	<ul style="list-style-type: none"> <li>• Check those on SEND list understand the featured that can help them offered on Office 365 e.g. immersive reader</li> <li>• Use electronic textbooks in Y8 and above where font size etc can be increased.</li> <li>• Staff encourage students to use all the aids offered to them e.g. reader pens</li> </ul>	Throughout year	Head/SDH/DHP/HOLS/DHA
<b>Proposed developments in physical access to education and associated services:</b>	<p>Pupils have better access to all curricular areas</p> <p>Quiet spaces developed and used by a number of students with specific needs</p> <p>New Learning Support Zone established and fully operational and enables better support for individuals</p>	<ul style="list-style-type: none"> <li>• Check new small capital build developments meet all requirements of those with a disability</li> <li>• Ensure that any future estate plans include practical and financial review for disabled provision including any new build developments.</li> <li>• Develop quiet safe spaces in school for those on autism spectrum so they arrive ready for learning in lesson after breaks</li> <li>• Embed teaching in the new Learning Support Zone</li> </ul>	During year	Head/Foundation Managers/DHP and HOLS
Financial implications of building design and fabric, resources and training				
<b>Evaluation Procedures</b>				
Increase in provision				



SCHOOL DEVELOPMENT PLAN: 3-year Accessibility Development Plan: 2022 – 2023

Aim/Project/Priority Area: Accessibility				
Targets	Criteria for Success	Implementation Strategies	Timescale	Who
<p><b>Increasing the extent to which disabled pupils (including those with learning difficulties) can participate in the whole school curriculum:</b></p>	<p>The legal requirements continue to be met for all disabled pupils and they are prepared for their future pathways</p> <p>Pupils with physical disabilities can fully participate in all activities including trips etc.</p> <p>Greater range of role models with physical and /or mental health disabilities seen visiting the school</p> <p>Pupils feel more valued and have high aspirations</p> <p>More pupils involved in the link with Evergreen Special School</p> <p>'Curriculum of the Future' considers all accessibility issues including those linked to mental health</p>	<ul style="list-style-type: none"> <li>• Review legislation and changes to Accessibility Plan and other related H&amp;S laws</li> <li>• Ensure that students options for future are being met and that ableism is covered in Careers guidance.</li> <li>• Review the trips on offer in school and the accessibility of them to students with a physical disability</li> <li>• Use disabled people, including those with mental health disabilities, as role models e.g. visiting speakers to increase feeling of being valued and able to achieve</li> <li>• Include more opportunities to work with disabled people.</li> <li>• Ensure the needs of those with disabilities are being considered as part of 'Curriculum of the Future' consultations</li> <li>• Continue to communicate needs to staff and train as appropriate, so can effectively cater for differing needs</li> </ul>	<p>Autumn term 2022</p>	<p>Head/SDH/DHA and DHP &amp; Heads of Key Stage</p>

	Staff feel confident about dealing with disabilities in their teaching groups			
<b>Improve the availability of accessible information</b>	<p>Pupils access the curriculum fully</p> <p>Survey of use of aids is completed and analysed</p> <p>Pupils record homework successfully</p>	<ul style="list-style-type: none"> <li>• Ensure that the BYOD programme is meeting the needs of disabled pupils and that they are aware of all its features.</li> <li>• Respond to the advice provided by HOLS and external agencies and implement resources such as increasing font size, inclusion of loop hearing system, photocopying on coloured paper, using overlays, using reader pens etc. as required.</li> <li>• Survey staff to ascertain the frequency of use of aids suggested by students in their classes</li> <li>• Staff reminded to follow IEP guidance for helping students with a disability record homework fully e.g. extra time to record, writing it on board, checking entries in diaries etc.</li> </ul>	Throughout year	Head/SDH/DHP / Senco and relevant staff
<b>Proposed developments in physical access to education and associated services:</b>	Pupils have better access to all curricular areas including on the wider campus	<p>Review accessibility around the campus, beyond the new King's buildings</p> <p>Continue to ensure that future KHS estate plans include practical and financial review for accessibility.</p>	During year	Head/DHs & Heads of Estates, Operations, H&S & Capital Build team incl. Governors
Financial implications of building design and fabric, resources and training				
<b>Evaluation Procedures</b>				
Increase in provision				

SCHOOL DEVELOPMENT PLAN: 3Year Disability Accessibility Development Plan: **2023 – 2024**

<b>Aim/Project/Priority Area: Accessibility</b>				
<b>Targets</b>	<b>Criteria for Success</b>	<b>Implementation Strategies</b>	<b>Timescale</b>	<b>Who</b>
<b>Increasing the extent to which disabled pupils (including those with learning difficulties) can participate in the whole school curriculum:</b>	<p>Full access to curriculum and all legal requirements met for all students</p> <p>Future curriculum measures are accessible and aid the achievement of those with disabilities</p> <p>Evergreen Special School partnership flourishes and has higher profile within the school</p> <p>Accessibility a feature of regular cross-school meetings and plans</p> <p>Staff feel confident about meeting the needs of their disabled students</p>	<ul style="list-style-type: none"> <li>Review legislation and changes to Accessibility Plan and other related H&amp;S laws</li> <li>Audit newly implemented Curriculum of the Future plans in terms of accessibility to all</li> <li>Continue to develop the partnership with the local special and raise its profile within school.</li> <li>Collaborate more fully on accessibility at Foundation level</li> <li>Continue to communicate needs to staff and train as appropriate, so can effectively cater for differing needs</li> </ul>	Throughout the year	Head/ DHA and DHP & Heads of Key Stage
<b>Improve the availability of accessible information</b>	<p>Parents with a disability e.g. sight impairment have full access to all communications</p> <p>Year 7 audit of accessibility without BYOD device completed and consideration given to using BYOD in Y7.</p>	<ul style="list-style-type: none"> <li>Check all information to parents is sent in a format that can be enlarged etc and that we are catering for known needs</li> <li>Audit accessibility in Y7 where BYOD does not apply</li> <li>Evaluate the BYOD policy and the difference made to those disabled pupils and consider full implementation to Year 7 as well.</li> </ul>	Throughout year	Head/DHP/ Senco and relevant staff
<b>Proposed developments in physical access to education and associated services:</b>	<p>Campus is fully accessible to those with a disability</p> <p>Parents can enter school for meeting easily</p> <p>Staff with mobility problems are given special arrangements for</p>	<p>Ensure that developments are inclusive of all disabilities across the Foundation site</p> <p>Ensure parents and staff with disabilities are offered any help such as parking space near to school and adjustments for parents' evening</p>	During year	Head/DHs & Heads of Estates, Operations, H&S & Capital Build team incl. Governors

	things such as trips and parking spaces			
	Transport meets the needs of those with disabilities			
Financial implications of building design and fabric, resources and training				
<b>Evaluation Procedures</b>				
Increase in provision				

APPENDIX B:

ADMISSIONS: ADDITIONAL INFORMATION no. 2

**INFORMATION REGARDING ENTRY FOR APPLICANTS WHO HAVE A DISABILITY**

*The following is an extract from the School's Policy on Disability:*

**Admission procedure for pupils**

The School will be open to applications from **any prospective pupil with a physical and/or mental impairment.**

1. The registration or admission form will enable the parents to give details of their child's disability.
2. Every application will be considered on its merits within the School's criteria for selection on grounds of the pupil's ability and aptitude.
3. The School will treat every application from a disabled pupil in a fair, open-minded way.
4. The School will, if appropriate, request from the parents or previous School full details in the form of medical reports, educational psychologist reports and any other report which assesses the child's disability so that the School can make an assessment of the adjustments that would be needed in order to provide adequately for the pupil's physical and educational needs.
5. The applications will be considered on the basis that all '**reasonable adjustments**' have been made by the School in order to cater for the child's disability. (See definition below)
6. The School will not offer a place if, after all reasonable adjustments have been made, the School will not be able to provide adequately for the pupil's physical and educational needs.
7. The School shall inform the parents of their decision and give details of the reasonable adjustments they are going to make or give reasons why the offer of the place is declined.

If your daughter has a disability, please give brief details here, **return this form with the registration form** and we will then arrange to meet you to discuss it.

PUPIL'S NAME

DISABILITY

Signed \_\_\_\_\_

Date: \_\_\_\_\_