



THE TOWERS

ACCESSIBILITY PLAN 2018-2021

Approved by :	Governors 27/04/2018
Ownership:	Headmistress & Bursar
Reviewed:	September 2019
Next Review:	April 2021

Pupil Admissions

We have an admissions policy and criteria (available to view on our website) which seek to remove barriers for entry to our School for pupils with special needs and/or disabilities. We strive to be a fully inclusive and welcoming school.

Compliance with the Equality Act 2010

This Accessibility Plan which clarifies what actions we take in order not to disadvantage disabled members of the community. The School's Accessibility Plan is resourced, implemented, reviewed and revised as necessary, reported on annually and ratified by the Governors and is in accordance with Schedule 10 of The Equality Act 2010.

The SEN and Disability Act 2001 extended the Disability Discrimination Act 1995 (DDA) to cover education and has since been replaced by the Equality Act of 2010. The Trustees/Governing Body duties are outlined in Part 6 Chapter 1, schedule 10 of the Equality Act 2010.

This plan sets out the proposals of the Trustees/Governing Body of the school to increase access to education for disabled pupils in the areas outlined in the Equality Act of 2010.

- a) increasing the extent to which disabled pupils can participate in the school curriculum
- b) improving the physical environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services
- c) improving the delivery to disabled pupils of information, which is provided in writing for pupils, who are not disabled

Related policies –

- Equal Opportunities
- Curriculum
- SEND
- Behaviour
- Admissions
- Educational Visits and offsite activities

- Staff Selection & Recruitment
- Supporting Pupils with medical conditions at school.

At The Towers we have high expectations of all of our pupils and aim to;

- offer the highest quality of teaching and learning
- support all pupils in the pursuit of academic and personal excellence
- strive to ensure that each and every pupil can take part in the whole School curriculum
- value the diversity of our school community
- appreciate the contribution that pupils with special educational needs (SEND) and/or disabilities bring to school life.
- Increase the extent to which disabled pupils can participate in the school curriculum and extra-curricular activities.
- Improve the provision of information, which is available to other pupils.
- Improve the physical environment of the School to increase the extent to which disabled pupils can take advantage of our education and all the associated services.

Review of accessibility

We regularly review and take steps to improve the physical environment of the School in order to increase the extent to which disabled pupils and external visitors are able to take advantage of education and associated activities offered by the School. We provide ramps as appropriate.

Action Plan

The following has been carefully considered by the school's disability policy review committee and is regularly monitored:

- Admissions
- Attainment
- Exclusions
- Education
- Extra-curricular activities
- Governing body representation
- Physical school environment
- Selection and recruitment of staff
- Sporting education and activities
- Staff training
- Welfare and pupils with medical conditions at school.
- SEND

Below is a set of actions showing how the school will address the priorities identified.

This plan is a working document – Amendment date will be produced automatically in the Revisions list

Accessibility Plan – 2018 – 2021

Action Plan	Action	By when?	By whom?	Resources	Success Criteria	Review date & comments
1. ACCESS TO CURRICULUM Ensure access to computer technology appropriate for pupils with SEND	Continue to review Departmental use of digital equipment	Ongoing	Operations Mgr/Head	Within school budgets	Mymaths or other online resources provision for SEND Access for all abilities to curriculum Firefly – potential access to be made available from September 2019 Kaboodle, Office 365	2021
2. ACCESS TO CURRICULUM Reflect identified areas of need in lesson planning and delivery Prioritise student participation in school activities	Programme of INSET to include disability awareness SENCo to work with staff to ensure individual needs are met and to ensure activities are accessible to all pupils – Register of training	Ongoing INSET provision Trips training Termly audit	SENCo/Head SENCo/Head Senco	Staff training days/Briefings, INSET budget All training to be added to sims	SIMS database up to date with info and accessed by staff to inform teaching List of all training available	2021
3. SCHOOL BUILDINGS & SITE Ensure that access to school buildings and site can meet diverse pupil needs and external visitor	Accessibility in all areas of school life (buildings, site and trips)	Ongoing	Operations Mgr/Premises/Head	As necessary	Maintenance procedures to always consider this provision	2019 No major changes to school

	Swift evacuation of buildings in emergencies – to be done termly	Ongoing	Operations Mgr	Drills & Risk Assessments	Evacuation of pupils and staff swiftly & safely	Termly Evaluation of procedure always considered and followed up
	Toilet facilities – to look at putting in a grab rail in one of the cubicles and identifying the facility	October half term 2019	Premises		Risk Assessments for personal evacuation plan	Visitor toilet to be converted for disabled access
	To look at the access arrangements to the school swimming pool	By Autumn 18	Premises	Area is currently being looked at in terms of lighting for the tennis courts and the path replaced – will ensure it is possible for wheelchair access subject to funds	External visitors will have access to this facility	Path to swimming pool to be maintained
		Sept 19	Operations Mgr/Head	Sisters approval required and funds available	As above	Ramps Available
	To look at wheelchair access to the School via the Sisters Lawn and all ramp access areas	October 19 half term	Operations Mgr/Head	Sisters approval required and funds available	Constraints on the school building as listed	
					Visitors will be able to contact the school for access arrangements	

	To look at installing a call button at the bottom of the steps outside reception		Premises		To be installed October 2019	
	To look at installing a handrail to the main steps of the school for east access	Completed summer 18	Premises		Completed	
	Provision for disabled parking is available	January 2018			Completed	
4. CLASSROOMS Ensure that classrooms are optimally organised for disabled pupils within current restraints. Identify needs and actions for future improvements	Plan classroom layout in accordance with pupil need	Ongoing	HoDs/Teachers	Ongoing INSET and staff meetings	To be vigilant regarding further developments on all sites for fuller compliance	
	Organise resources accordingly	Ongoing	Teachers	Staff training	Curriculum developments to govern design of resources	
	Provide quiet areas and safe havens (eg Chaplaincy)	Ongoing	Teaching staff & form tutors			
5. NEWSLETTERS & DOCUMENTS Availability of newsletters and school documents in alternative formats	Information in planners when pupil need requires this	Ongoing	Senco/All teaching staff	Ongoing INSET and staff meetings	Evident in work of those on SEND register	
	Home / School pack for SEN pupils. Homework information available as information sheets in		Senco	Admin staff available to help produce sheets		On Firefly

	alternative formats when requested Homework available on Firefly				Completed	
6. STAFF	To have work space assessment Class risk assessments to include staff workspace	October 19 half term	All staff	RA's on firefly		
7. VISITORS	Sign for Visitors to inform of the procedure in reception	October 19	Operations Mgr/Receptionist			