



Embracing Empathy | Achieving Excellence | Unlocking Opportunities

Accessibility Policy

Date	
Signed	

Last Review	August 2024	Next Review	August 2026	Owner	Head Teacher
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Introduction

Disability statement

At Redbourn Park School we believe in providing every opportunity to develop our pupils and staff to reach their full potential. Our pupils are encouraged to challenge themselves to be the best they can. We achieve this by ensuring:

- everybody feels valued, cared for and respected
- all our pupils have full access to the whole curriculum (including activities, trips, sports, assemblies, and reward events).

It is our aim to reduce, and where possible eliminate, barriers to access in our schools, the physical environment and the curriculum for pupils and prospective pupils, staff, parents/carers and visitors with and without a disability.

We promote and support disability awareness and equality for all disabled pupils, staff, parents, stakeholders and visitors to our school. We have a duty to publish our Accessibility Plan which explains how we are doing this and what we plan to do, which follows this statement.

This accessibility plan should be considered alongside our Equality and Diversity Policy. It is written to meet the requirements of Schedule 10 of the Equality Act 2010.

As a school providing education and support to pupils with complex needs, including ASD and social, emotional and mental health (SEMH) difficulties, we have a responsibility to:

- consistently promote equality of opportunity
- eliminate unlawful discrimination
- eliminate disability-related harassment
- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life
- be tolerant and aware of all needs of pupils, staff and visitors
- take steps and make reasonable adjustments to meet disabled people's needs.

Our accessibility plan

This accessibility plan considers primarily pupils but all stakeholders' access to:

- the curriculum
- the physical environment
- information normally provided in written form

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Accessibility plan				
Action	Timescale	Finance	Responsibility	Monitoring
Compliance with the equality act 2010				
Compliance with the equality act 2010	Ongoing	NA	All	Governance
Admissions				
Ensure the wording of all school documentation and policies makes provision for disabled pupils and is therefore not unintentionally discriminatory	Ongoing	NA	HT	Governors
Thoroughly consider and plan for the needs of the pupil prior to entry (linked to curriculum as well as access)	ongoing	Pupil banding budgets	HT	HT
Accessibility to buildings				
Doors wide enough for wheelchairs Disabled toilets are available Upstairs has no lift facility, all lessons and meetings would be held downstairs as required or arrangements to be made at Community Centre	As required	Budget made available as required	Governors & HT	Governors & HT
Trips planned to include locations all pupils and staff can access	Ongoing	NA	HT	HT

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Access to Education and learning

The school offers a continually training program to ensure staff are up to date and appropriately equipped to support the pupils and their needs	Ongoing	School budget	HT	HT
The curriculum is wide, balanced and relevant. All pupils are able to access it (adapted and with appropriate support where appropriate)	As required		HT	HT
Technology, such as larger keyboards and screens for pupils that require it	As required		HT	HT
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An alternate sport program where required so all pupils have access to a sports curriculum and physical education experience.	As required		HT	HT

Policies, procedures & written information

Disability and additional needs awareness to be considered and reflected in school policies and procedures as appropriate	Ongoing	NA	HT	HT
Larger print handouts	Ongoing	As required	Teachers & HT	HT
Scaffolded and differentiated information	Ongoing	As required	Teachers & HT	HT
School letters and information in accessible formats	Ongoing	As required	HT	HT

Medical

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Assess needs and acquire appropriate resources required for pupils prior to starting placement	Ongoing	As required	Teachers & HT	HT
Training for staff on specific and sometimes specialised needs and conditions	Ongoing	As required	Teachers & HT	HT

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