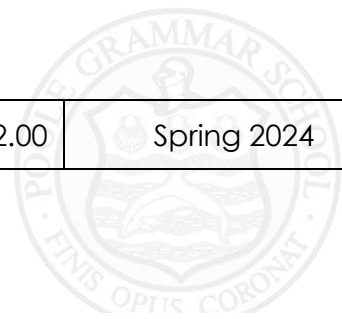


Poole Grammar School	Policy – Mandatory	Version 2.00	Spring 2024
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Accessibility Plan

Introduction

Poole Grammar School is committed to promoting equality for all. This policy represents the response of the Governing Body and Senior Leadership to its duties to promote equality for disabled people.

The SEN and Disability Act 2001 extended the Disability Discrimination Act 1995 (DDA) to cover education. The school has had three key duties towards disabled students, under Part 4 of the DDA:

- not to treat disabled students less favourably for a reason related to their disability;
- to make reasonable adjustments for disabled students, so that they are not at a substantial disadvantage;
- to plan to increase access to education for disabled students.

This plan sets out the proposals of the Governing Body and Senior Leadership to increase access to education for disabled students in the three areas required by the planning duties in the DDA:

1. increasing the extent to which disabled students can participate in the Academy curriculum;
2. improving the environment of the Academy to increase the extent to which disabled students can take advantage of education and associated services;
3. improving the delivery to disabled students of information which is provided in writing for students who are not disabled.

Aims

Appendix 1 summarises the accessibility works undertaken since the school converted to Academy status in July 2011 and supports the requirements outlined in 1 and 2 above.

Requirements contained in 3 have been addressed with written handouts for students, staff, parents and visitors with disabilities. Examples include handouts, timetables, textbooks, and tailored school information. Many educational resources are provided through Moodle, the school's IT network platform.

Students can also access Microsoft Office products (including the accessibility functions) from their home through the school services.

Professional pastoral and SEN support is available for all students.

Pupil premium and 16-19 Bursary support is available for students if personal/domestic circumstances confirm eligibility.

Accessibility Plan

The school will aim to ensure that its accessibility plan is resourced, implemented, reviewed and revised as necessary. Attached is a set of action plans showing how the Academy will address the priorities. Consultation with affected groups should be undertaken prior to works commencing.

The key intentions are described below and will be undertaken subject to funding constraints.

Action Plan – 2024 to 2027

- Continue to Improve signage around the school for disabled students, staff, parents, visitors etc;
- Continue to Improve external lighting;
- Provision of additional evac chairs as needed;
- Continue to install light sensors in main school corridors;
- Continue works on nosings for steps and yellow line painting;
- Programme for installing handrails for any external steps that lack these.
- Repair of loose slabs in Quad
- Making path more even from MUGA by dropping drains

The priorities of the accessibility plan and the works will be regularly reviewed by the Head of SENCO, Equality and Diversity Committee, SLT, and the Resources Governors Committee.

Appendix 1

Accessibility Works Undertaken Since July 2011 (Academy Status)

	Works Undertaken
1	Sound insulation works undertaken in 6 classrooms (9, 10, 14, 16, P1, B2)
2	Ramp installed between upper and lower Main Hall
3	Access Audit undertaken (Equality Acts Audits) 8 October 2013
4	Sound insulation works in Main Hall
5	Slope works to Science Link block
6	Nosing improvements on external steps (playground), yellow strip works (Main School entrances)
7	Refurbishment of Ladies and Disabled Toilet in Main School
8	Separation of Reprographics facility to office and production area
9	Installation of glass around reception desk to reduce noise
10	Install lighting sensors for Main School corridors
11	Provision of additional SEN facility (narcolepsy)

Works above exclude works undertaken prior to this.

Appendix 2

Accessibility works from last action plan:

Provision of minibuses that have been modified to allow wheelchair users;	Complete
Improve signage around the school for disabled students, staff, parents, visitors etc;	Ongoing
Introduce a hearing loop system into school reception and main performance spaces;	Complete
Improve external lighting;	Ongoing
Provision of evac chairs for Ashley Thorne building and 4 main school stairwells;	Complete
Continue to install light sensors in main school corridors;	Complete
Continue works on nosings for steps and yellow line painting;	Ongoing

Additional Accessibility Works since last plan:

	Works Undertaken
1	Lift installed in new Sports hall
2	Evac chairs installed in new Sports hall
3	Help points in new Sports hall

Equality Impact Assessment (EQIA)

Document Name: Accessibility Plan

1. Title of document/service for assessment	Accessibility Plan
2. Date of assessment	Spring 2024
3. Date for review	Spring 2027
4. Directorate/Service	Resources committee
5. Approval	Governing body

	Yes/No	Rationale
6. Does the document/service affect one group less or more favourably than another on the basis of:		
• Race	No	
• Gender (including transgender)	No	
• Religion or belief	No	
• Sexual orientation, to include heterosexual, lesbian, gay and bisexual people	No	
• Age	No	
• Disability – learning disabilities, physical disabilities, sensory impairment and mental health issues	No	
• Marriage and Civil Partnership	No	
• Pregnancy and Maternity	No	
7. Does this document affect an individual's human rights?	No	
8. If you have identified potential discrimination, are the exceptions valid, legal and/or justified?	N/A	

9. If the answers to any of the above questions is 'yes' then:	Tick	Rationale
Demonstrate that such a disadvantage or advantage can be justified or is valid	N/A	
Adjust the policy to remove disadvantage identified or better promote equality	N/A	
If neither of the above possible, submit to Diversity Committee for review	N/A	

Policy Approved by	Date of approval	Review cycle	Next Review Date	Statutory / Non statutory	Website
Committee	Spring	3 years	Spring 2027	Statutory	Yes