



## **Bishop Milner Catholic College**

### **Accessibility Plan**

“through whom we have gained access by faith into this grace in which we now stand. And we boast in the hope of the glory of God.”

**Romans 5:2**

**REVISED: OCTOBER 2019**

**PRESENTED TO REPRESENTATIVES:**

**TO BE REVIEWED: SEPTEMBER 2022**

## Context

This plan seeks to address the statutory requirements of the Equality Act 2010 and to further the aims of our college vision by:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a protected characteristic and persons who do not share it.

With this in mind this Accessibility Plan has been drawn up in consultation with the students, parents, staff and representatives of the college and covers the period from September 2019 –August 2022.

We are committed to providing a fully accessible environment which values and includes all students, staff, parents and visitors regardless of their age, education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.

The Accessibility Plan will contain relevant actions to:

- Improved awareness of Equality and Inclusion.
- Improve access to the physical environment of the college, adding specialist facilities as necessary. This covers improvements to the physical environment of the college and physical aids to access education.
- Increase access to the curriculum for students with a disability, expanding the curriculum as necessary to ensure that students with a disability are as, equally, prepared for life as are the able-bodied students; (If a college fails to do this they are in breach of the Equality Act 2010). This covers teaching and learning and the wider curriculum of the college such as participation in after-college clubs, leisure and cultural activities or college visits. It also covers the provision of specialist aids and equipment, which may assist these students in accessing the curriculum.
- Improve the delivery of written information to students, staff, parents and visitors with disabilities. Examples might include handouts, timetables, textbooks and information about the college and college events. The information should be made available in various preferred formats within a reasonable time frame.

## Equality and Inclusion

Development Priority	Actions	Staff Lead	Time Frame	Success Criteria and Evidence
Accessibility Plan and Equality Policy becomes an agenda item at Academy Committee	Clerk to representatives to add to the agenda items.	Clerk	Ongoing	The subject of equality and accessibility is discussed on an annual basis.
Training to raise awareness of equality and disability issues			Ongoing	
Review inclusion and equal opportunities recorded evidence.			Ongoing	

## Physical Environment

Development Priority	Actions	Staff Lead	Time Frame	Success Criteria and Evidence
Ensure that all areas of school building and grounds are accessible for all children and adults and to continue to improve the access of the physical environment for all.	SEN staff to audit accessibility of college buildings and grounds. Representatives to check accessibility and then produce an Action Plan based on the findings.	MBO	Ongoing	Any modifications needed will be made to the college building and grounds that are needed to facilitate ease of access for all.
Ensure any proposed 'new build' project is physically accessible for everyone.	Architect and SBM will ensure compliance with building regulations regarding accessibility.	HPA	Ongoing	Any new construction will be fully accessible.

## Curriculum

Development Priority	Actions	Staff Lead	Time Frame	Success Criteria and Evidence
Ensure that pupils with a physical disability have access to extra -curricular activities	TAs to accompany pupils who wish to attend extra curriculum activities.	MBO	ongoing	Any timetabling of TAs to be modified to encourage attendance of pupils to extra-curricular activities
Ensure that AEN pupils have access to homework club	TAs to keep a log of attendance of AEN pupils to homework club	MBO	ongoing	MBO to monitor attendance of AEN pupils

## Written/Other Information

Development Priority	Actions	Staff Lead	Time Frame	Success Criteria and Evidence
Hearing Impaired			Ongoing	
Sharing information through newsletters etc			Ongoing	