



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

Last Reviewed: November 2022

PRESENTED TO REPRESENTATIVES:

TO BE REVIEWED: November 2025

Context

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 to disabled pupils

Our school aims to treat all its pupils fairly and with respect. This involves providing access and opportunities for all pupils without discrimination of any kind.

Bishop Milner Catholic College is a welcoming school where tolerance, honesty, co-operation and mutual respect for others are fostered. We believe that every student is made in the image of God and we are committed to the development of the whole person within a secure and creative environment which is supportive of the individual, regardless of their age, sex, race, colour, religion or disability. We aim to promote equality, tackle any form of discrimination and seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards community cohesion.

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 November 2022 – November 2025.

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. Ensure that the building has sufficient access for all students	FBA	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 Academy Operations Manager will ensure compliance with building regulations regarding accessibility.	GRO	Ongoing	Any new construction will be fully accessible.

Improve the delivery of information to students with a disability.	Consider the size of all internal and external signage, print larger resources if and when needed.	FBA	Ongoing	Continually monitor the needs of all students and make reasonable adjustments to suit the need.
Ensure all website documentation is viewable by all visitors to the site.	Ensure that policies are not in PDF format so that they can be read by all.	GRO	Ongoing	Consistently monitor and audit the compliance of the College website and make changes where necessary.

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
Increase access to the curriculum for pupils with a disability.	Our school will aim to offer a differentiated curriculum for all pupils to suite their needs. Use resources that are tailored to the need. Set targets accordingly and review the curriculum regularly.	FBA	Ongoing	Monitor the needs of individual students and adapt the curriculum to suit accordingly. Continually track curriculum progress for all students.

Written/Other Information

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