

# ST BARTHOLOMEW'S SCHOOL

## Accessibility Plan 2024-2026

**Reviewed by the Education Committee Autumn 2024**

**Approved by the Full Governing Body Autumn 2024**

**To be reviewed by the Education Committee Summer 2026**

### Rationale

At St Bartholomew's School we have high expectations for all our students. Students are provided with high quality learning opportunities so that each child attains and achieves to the best of their ability. Everyone in our school community is important and included. We promote an ethos of care and trust where every member of our school community feels that they truly belong and are valued. We work hard to ensure there are no invisible children here, recognising everyone's uniqueness and success. We recognise learning in all its forms and are committed to nurturing lifelong learners. We are a safe school, committed to improving children's confidence and self-esteem.

This Accessibility Plan is drawn up in compliance with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010, which replaced all existing equality legislation, including the Disability Discrimination Act (DDA). The effect of the law is the same as in the past, meaning that "schools cannot unlawfully discriminate against students because of sex, race, disability, religion or belief or sexual orientation".

According to the Equality Act 2010 a person has a disability if:

- a. He or she has a physical or mental impairment, and
- b. The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

The Accessibility Plan is structured to complement and support the school's Equality Objectives.

This plan sets out the proposals of the Governing Body of the school to implement Accessibility plans which are aimed at:

1. increasing the extent to which disabled students can participate in the school curriculum;
2. further improving the environment of the school to increase the extent to which disabled students can take advantage of education and associated services;
3. further improving the delivery to disabled students of information, in a form which they can access.

As required, the school's Accessibility Plan is resourced, implemented, reviewed and revised as necessary. As a school we constantly seek to address the priorities associated with the Accessibility Plan.

### The School's Context

We are a mixed, 11-18 Academy. The main school site comprises one building on a large site, mostly of two or three-storey construction. Two additional sports fields are within easy, flat walking distance of the main site. In addition to the main site, four classrooms are available at Newbury Hall (Enborne Rd) for Sixth Form students. These rooms are all on the ground floor.

We have the benefit of being a school of modern design, completed and opened in 2010. The architect's design incorporated many features leading to a bespoke design, meeting the needs of our school and community. Measures to support disability and to overcome barriers, including sensory needs have been included. This is demonstrated in our structural design and additional features which the school has added in order to support the various needs of students. A new extension opened in November 2018 and has also been built with full accessibility.

### Vision and values

We are an inclusive school, meeting the diverse needs of each student, staff and local community. Participation in the school curriculum is open to all. Where extra-curricular trips/activities pose a risk to some, staff work hard to minimise risk and to remove barriers to those who are disabled. This may be through the support of additional staffing, and/or the use of technological aids to overcome barriers. The diverse nature of the curriculum means that students throughout the school are able to access courses and programmes of study which meet their needs and overcome barriers. This is kept under constant review.

The school actively welcomes the support of a range of agencies in meeting the needs of all our students and families. The school will frequently host meetings with other agencies and is highly regarded in its multi-agency work.

### Objectives

1. St Bartholomew's School is committed to providing an environment that enables full curriculum access which values and includes all students, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability and to developing a culture of inclusion, support and awareness within the school.
2. To further increase access to the curriculum for students with a physical disability and/or sensory impairments, expanding the curriculum as necessary with the aim of ensuring that students with a disability are as equally prepared for life as the able-bodied students. This covers teaching and learning and the wider curriculum of the school such as participation in extra-curricular activities. It also covers the provision of specialist or auxiliary aids and equipment, which may assist these students in accessing the curriculum within a reasonable timeframe.
3. To improve and maintain excellent access to the physical environment of the school, adding specialist facilities as necessary – this covers improvements to the physical environment of the school, and physical aids to access education within a reasonable timeframe.

4. To improve the delivery of written information to students, staff, parents and visitors with disabilities; examples include hand-outs, timetables, textbooks and information about the school and school events; the information should be made available in various preferred formats within a reasonable timeframe.

#### Implementation

Whole school training will recognise the need to continue raising awareness for staff on equality issues with reference to the Equality Act 2010.

This Accessibility Plan should be read in conjunction with the following school policies, strategies and documents:

- Positive Behaviour Policy
- Curriculum Statement and Policies
- Emergency Evacuation Plan
- Fire Safety Policy
- Health & Safety Policy
- School Development Plan
- The Equality Policy
- Equality Information & Objectives.

#### Monitoring and Evaluation

The Accessibility Plan will be monitored through the Business Manager, the School Leadership Team and the Governors' Education Committee on an annual basis.

***Agreed by the Full Governing Body on 10<sup>th</sup> December 2024***