

Poole Grammar School	Policy	PGS/P/1 – Annex 1
Disability Equality Scheme and Accessibility Plan		Issue 2
		February 2017

## 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The Disability Discrimination Act 1995 (DDA) was repealed and replaced by the Equality Act 2010. With respect to education, the school has had three key duties towards disabled students:

- 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.

## Accessibility Works and Support

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 though the school services.

Professional pastoral and SEND 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 – 2017 to 2020

- Provision of minibuses that have been modified to allow wheelchair users;
- Improve signage around the school for disabled students, staff, parents, visitors etc;
- Introduce a hearing loop system into school reception and main performance spaces;
- Improve external lighting;
- Provision of evac chairs for Ashley Thorne building and 4 main school stairwells;
- 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.

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 Premises Governors Committee.

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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 desking 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, for example:

- installation of a lift in the Ashley Thorne building and first floor bridge to the SEN centre,
- disabled toilet in Ashley Thorne,
- dedicated central medical room facility on ground floor,
- adjustable height hobs in Food Technology,
- 2 x dedicated disabled parking spaces in visitors car park and slope down to reception,
- electric entrance doors at 3 locations (Main Entrance, Physics and South Block),
- sound insulation works in Graphics 1,
- ramp to South Block and Main School