

Accessibility Plan

Immanuel College

March 2010

Accessibility Plan [2009-2012]

Introductory statement

This accessibility plan has been drawn up in consultation with the management and staff of the College and covers the period from April 2009 to March 2012.

We are committed to providing an environment which values and includes all pupils, staff, parents and visitors regardless of their educational, physical, sensory, social, spiritual, emotional and cultural needs. We are further committed to challenging attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.

Background

The College's layout and facilities

The College is committed to making reasonable adjustments to allow disabled pupils to access educational provision at the College. The College occupies a large campus with four principal teaching buildings with a fifth under construction. Thus a significant number of classrooms are on the first floor of two-storey buildings, whilst a few are on the second floor of the Caldecote building. The toilets in the Beit building, which houses the gymnasium on the ground floor and classrooms on the first floor, are on the ground floor. The pupils' toilets in the Aleph building are on the first floor, other than one ground floor toilet reserved for disabled pupils on the ground floor, whilst those in Caldecote are on the second floor. There is access by lift and chair lift to the first floor of the Beit building and of Caldecote, but no disability provision for access to either the second floor of Caldecote or the first floor of the Aleph building. In addition, the Science building, which houses three laboratories and a CDT workshop on two storeys has neither a lift nor a chair lift.

We plan, over time, to increase the accessibility of provision for all pupils, staff and visitors to the College in the following areas:

- increase the extent to which disabled pupils can participate in the College curriculum
- improve the physical environment of the College to increase access to education by disabled pupils
- improve the delivery of written information to pupils, staff, parents and visitors with disabilities

Attached are three action plans relating to the above. These will be reviewed as and when necessary. It is acknowledged that there will be need for ongoing awareness training for all staff in the matter of disability discrimination and the potential need to inform attitudes on this matter.

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

- College Prospectus
- Disability Policy
- Health and Safety Policy
- Special Educational Needs Policy

The Plan will be monitored through twice-yearly reports to the Governors. There will be a full review of the Plan in the Succoth Term 2012 when a new Plan will be produced to cover the next three years.

Welcoming and Preparing for Disabled Pupils

Where it is practicable to make reasonable adjustments to enable a prospective pupils to take up a place at the College and to satisfy the current admissions criteria, the College is committed to providing those reasonable adjustments.

Where the College agrees to provide additional services, such as learning support, charges may be made at a level that reasonably reflects the cost to the College of providing that service. Details of costs can be provided in writing on request.

In order to meet the needs of disabled pupils, the College requires full information. The College will ask all applicants for admission to the College to disclose whether they have received any learning support, have had an educational psychologist's report in the last 12-14 months or have any disability or other condition of which the College should be aware.

In assessing the pupil or prospective pupil, the College may need to take advice and require assessments as appropriate. The College will be sensitive to any issues of confidentiality.

Authorised by	The Board of Governors
Date	12 March 2010

Effective date of the policy	April 2009 to April 2012
Circulation	Governors and all staff Parents on request
Status	Mandatory

Increasing the extent to which disabled pupils can participate in the College curriculum

	Targets	Strategies	Outcome	Timeframe	Goals achieved
Short term	Enable staff to increase their awareness, knowledge and understanding of the needs of disabled pupils.	Professional development	Staff confidence in providing appropriate teaching and support for disabled pupils.	One year	Flexible approach to disabled pupils. Success of disabled pupils in examinations.
Medium term	Classrooms are optimally organised for disabled pupils	Professional development	Teachers take the needs of disabled pupils into account when organising activities within their classrooms	Two years	Disabled pupils are able fully to access the curriculum
Long term	Teachers seek to remove all barriers to learning and participation	Professional development	Lesson planning addresses the needs of disabled pupils	Ongoing	All pupils are able to fully access the curriculum

Improving the physical environment of the College to increase access to education by disabled pupils

	Targets	Strategies	Outcome	Timeframe	Goals achieved
Short term	Enable disabled pupils and visitors to park within reasonable distance of the College.	Designate at least one parking space for disabled people and signpost it clearly.	Parking for disabled people achieved.	One year	Improved access to College site.

	Improve pathways of travel round the College site	Improve signage	Safer travel round the campus	One year	Routes around the College site are logical and well signed
Medium term	Provide accessible toilet facilities in each building for disabled pupils and visitors.	Identify appropriate existing facility and improve it.	Minimum of one accessible toilet in each building	Two years	Improved facilities for disabled students and visitors.
Long term	Provide access to upper storey classrooms in all teaching areas	Research and cost lift/ staircase.	Ability of disabled pupils to access all areas of the College.	Three years	Improved access to educational facilities.

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Improving the delivery of information to disabled pupils

	Targets	Strategies	Outcome	Timeframe	Goals achieved
Short term	Ensuring availability of written material in alternative formats.	Research sources of alternative formats including costings.	The College is able to provide written information on alternative formats.	One year	Delivery of information to disabled pupils is improved.
Medium term/Long Term	Ensure that staff are familiar with technology and practices developed to assist people with disabilities	Professional development	Information is presented in various forms for pupils who may have difficulty with standard form of printed information	Two years	Disabled pupils have improved access to the curriculum