

All Saints Catholic College



Policy for Accessibility

Date approved by Governors: 18th April 2016

Date to be reviewed: April 2017

1. This plan has been drawn together in consultation with stake holders and based on current provision and developments around the All Saints Catholic College
2. We are committed to providing all students with a fully accessible environment which meets the needs of all students, staff and other stake holders but also develops the 'whole child' by instilling British Christian values

We practise:

- Strong ethos based on Christian values and respect for the individual wrapped in our core values.
- An emphasis on the whole child in a holistic Catholic education.
- Teaching and learning strategies that reflect outstanding practice.

At All Saints, our mission statement states that we are 'an inclusive community centred on the gospel value of love'. We go on to commit ourselves to 'replicate Christ's selfless love in all areas of college life, echoing the college motto of 'What we have, we give'. Across the college, all staff will foster this vision throughout their work and thereby strive to give 'living witness to Christ in our world today'. The Learning Centre upholds the whole school promotion of Quality First Teaching as the first and fundamentally necessary step towards a more inclusive learning community.

3. This Accessibility Plan details our aims to:
 - Improve access to the physical environment of the school, adding specialist facilities where possible... This includes ensuring that all new buildings and existing buildings have optimum accessibility for all, given existing physical conditions and additions will be fully compliant with accessibility requirements.
 - Ensure that all students can access the curriculum regardless of their learning need or disability
 - Continuously develop teaching pedagogy to ensure Quality First Education
4. Included within this accessibility plan are:
 - Details of alternative provision that some students may need to access when their learning needs are additional to or different from that which Quality First Teaching would largely support
 - Details regarding exam access and alternative exam provision
 - Plans for the development of the building site to allow equality of access

The timetable for the continued professional development of staff to allow for Quality First Teaching

Definition of Disability

Disability is defined by the Disability Discrimination Act 1995 (DDA) and the Equality Act 2010:

The Act defines disability as when a person has a "physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities. Some specified medical conditions, HIV, multiple sclerosis and cancer are all considered as disabilities, regardless of their effect."

The Act sets out details of matters that may be relevant when determining whether a person meets the definition of disability. Long term is defined as lasting, or likely to last, for at least 12 months.

All Saints Catholic College also considers other legislation in all decision making processes e.g. the Children and Families Act 2014 , the Education Act 2011 (with particular reference to the Education Act 2011 Equalities Impact Assessment) and this policy will be updated when new legislation is passed to account for any further duties / requirements of the School.

For detailed reference to specific areas of SEND please access

- *The School's SEND Policy*
- *The SEND Information report (School Offer)*

Both are available on the College website

Section One: Additional SEND/Learning Support

Learning Support may provide additional support for students through the following interventions:

- Bespoke and tailored in class adult support to allow access to learning
- Tailored 1-to-1 work in English and/or Maths
- In class support for Maths and/or English.
- Access to our 'Toe by Toe' programme for the teaching of reading
- 1-to1 Behaviour Support provide by staff from within the College
- 1-to1 Behaviour Support provide by staff from Tameside Behaviour for Learning Team
- Support/Advice from the Tameside C.L.A.S.S. Team
- access to our in-house C.L.A.S.S. Support Groups
- Handwriting/Typing & IT support
- Exam arrangements
- Activities during break and/or lunch

These will only be implemented through discussion and planning with both the student and parents.

The impact of these interventions will be reviewed at agreed points so that their effectiveness can be assessed.

The SENCo, through liaison with parents, student and other key stakeholders, may determine that other types of support may be necessary and these may be implemented. This, though, is at the discretion of the school.

Exam Access

All Saints Catholic College follows the regulations and guidance set down by JCQ regarding making access to exams and ensuring reasonable adjustments.

These adjustments include:

- Reader and/ or scribe

- Additional time in the exam (25 or 50%)
- Rest Breaks
- Access to IT equipment
- Additional

In making such arrangements consideration must be given to:

- Is there a need and has that need been assessed?
- Has there been a history of prior need?
- Is the access arrangement appropriate for the student and in line with their needs?
- Will the access arrangement be beneficial to the student?

When making arrangements we must also ensure that the integrity of the qualification is maintained and that all students are given fair and equal consideration.

The relevant section of the JCQ documentation is highlighted below:

Access Arrangements

Access arrangements are agreed before an assessment. They allow candidates/learners with special educational needs, disabilities or temporary injuries to:

- access the assessment;
- show what they know and can do without changing the demands of the assessment.

The intention behind an access arrangement is to meet the particular needs of an individual candidate without affecting the integrity of the assessment. Access arrangements are the principal way in which awarding bodies comply with the duty under the Equality Act 2010* to make 'reasonable adjustments'.

Reasonable Adjustments

The Equality Act 2010* requires **an awarding body** to make reasonable adjustments where a candidate, who is disabled within the meaning of the Equality Act 2010, would be at **a substantial disadvantage** in comparison to someone who is not disabled. The awarding body is required to take reasonable steps to overcome that disadvantage. An example would be a Braille paper which would be a reasonable adjustment for a vision impaired person who could read Braille.

A reasonable adjustment may be unique to that individual and may not be included in the list of available access arrangements.

Whether an adjustment will be considered reasonable will depend on a number of factors which will include, but are not limited to:

- the needs of the disabled candidate/learner;
- the effectiveness of the adjustment;
- the cost of the adjustment; **and**
- the likely impact of the adjustment upon the candidate and other candidates.

An adjustment will not be approved if it:

- involves unreasonable costs to the awarding body;
- involves unreasonable timeframes; or
- affects the security and integrity of the assessment.

This is because the adjustment is not "reasonable".

In most cases it will not be reasonable for adjustments to be made to assessment objectives within a qualification. To do so would likely undermine the effectiveness of the qualification in providing a reliable indication of the knowledge, skills and understanding of the candidate. There is no duty to make adjustments which the qualifications regulators have specified should not be made. As set out in **Chapter 2, page 9**, (JCQ Documentation to schools) there is no duty to make adjustments to competence standards within vocational qualifications.

(See Chapter 3, pages 13-14 in JCQ Documentation to Schools for information on assessment objectives and section 1.6, page 6 and section 1.8, page 8 for the list of general qualifications covered by equality legislation in England, Wales and Northern Ireland).

The responsibility of an awarding body is principally one of making reasonable adjustments for a candidate defined as disabled within the meaning of the Equality Act 2010.

*References to legislation in Chapter 1 are to the Equality Act 2010. Separate legislation is in place for Northern Ireland (**see section 1.8, page 8**). The definitions and procedures in this document relating to access arrangements and reasonable adjustments will also apply in Northern Ireland.

The Equality Act 2010 definition of disability

Generally, impairments have to meet the statutory requirements set out in section 6 and Schedule 1 to the Equality Act 2010 and associated regulations.

The Equality Act 2010 definition of disability is usually considered cumulatively in terms of:

- identifying a physical or mental impairment;
- looking into adverse effects and assessing which are substantial;
- considering if substantial adverse effects are long term;
- judging the impact of long term adverse effects on normal day to day activities.

Statutory guidance on the Equality Act 2010 definition of disability has been produced by the Office for Disability Issues (within the Department for Work and Pensions) to help better understand and apply this definition - <http://odi.dwp.gov.uk/docs/wor/new/ea-guide.pdf>

The clear starting point in the statutory guidance is that disability means 'limitations going beyond the normal differences in ability which may exist among people'.

'Substantial' means 'more than minor or trivial'. Substantial adverse effects can be determined by looking at the effects on a person with the impairment, comparing those to a

person without the impairment, to judge if the difference between the two is more than minor or trivial.

'Long term' means the impairment has existed for at least 12 months, or is likely to do so.

'Normal day to day activities' could be determined by reference to the illustrative, non-exhaustive list of factors in pages 47 to 51 of the statutory guidance relating to the Equality Act 2010.

(Study and education related activities are included in the meaning of 'day to day' activities.)

The guidance from the Office for Disability Issues referred to above illustrates the factors which might reasonably be regarded as having a substantial adverse effect on normal day to day activities. Factors that might reasonably be expected not to have a substantial adverse effect are also provided.

Factors that might reasonably be expected to have a substantial adverse effect include:

- persistent and significant difficulty in reading and understanding written material where this is in the person's native language, for example because of a mental impairment, a learning difficulty or a sensory or multi-sensory impairment;
- persistent distractibility or difficulty concentrating;
- difficulty understanding or following simple verbal instructions.

Factors that might reasonably be expected not to have a substantial adverse effect include:

- minor problems with writing or spelling;
- inability to fill in a long, detailed, technical document, which is in the person's native language without assistance;
- inability to concentrate on a task requiring application over several hours.

Accessing support in exams

Parents must contact the SENCo regarding access arrangements and reasonable adjustments.

Students may or will need:

- assessing by a specialist teacher
- a history of need
- evidence that the access arrangement is needed and necessary

Students with a medical or emotional need must also contact the SENCo but will need to provide suitable evidence from their GP or another suitable medical professional.

Section Two - Access to School

Parts of the buildings of the school were built prior to current disability legislation; as such, our physical facilities for persons with disabilities are variable. We will however make every reasonable adjustment in order to accommodate the needs of applicants, pupils, parents/guardians, visitors and members of staff who have disabilities.

Dedicated disabled parking bays are located at the front of the school near main reception, with access available through the front double-doors for the front of school.

Parents should contact the SENCo, Pastoral Team, or Senior Staff when planning a visit for their child, or for themselves to the College.

All current and future building work is in line with current building legislation for public buildings. Details can be accessed via the College Finance Manager.

Making adjustments

The Equality Act states that Schools are not expected to change their premises. They are however expected to make long-term proactive plans for improving access to their buildings through their planning duties and this document should be read in conjunction with the School Development Plan and the Asset Management Plan.

All Saints Catholic College will continue to make "reasonable adjustments" to ensure that disabled students, parents or visitors attending the school are not discriminated against.

What defines 'reasonable adjustments'?

In determining what is reasonable the school will have regard to:

- The financial resources available to the school
- The costs of any particular alteration to the premises, staffing arrangements, or special equipment required
- The practicality of making reasonable adjustments
- The extent to which aids and services will be provided via a Statement of Educational Needs statement, or by provision paid for outside the school's resources
- Health and Safety requirements

Section Three: Continued Professional Development of Staff

All Saints Catholic College ensures that all of the staff are given regular, relevant and updated training as part of the Continued Professional Development Programme.

This is determined by the Senior Team on an annual basis.

The details of this training programme can be accessed by contacting the school.