

# The Gryphon School Accessibility Plan 2018-21

## Introduction

The SEN and Disability Act 2001 extended the Disability Discrimination Act 1995 (DDA) to cover education. Since September 2002, the Governing Body has had three key duties towards disabled pupils under Part 4 of the DDA:

- not to treat disabled pupils less favourably for a reason related to their disability;
- to make reasonable adjustments for disabled pupils, so that they are not at a substantial disadvantage;
- to plan to increase access to education for disabled pupils.

This plan sets out the proposals of the Governing Body of the school to increase access to education for disabled pupils in the three areas required by the planning duties in the DDA:

- increasing the extent to which disabled pupils can participate in the school curriculum;
- improving the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services;
- improving the delivery to disabled pupils of information, which is provided in writing for pupils who are not disabled.

It is a requirement that the school's accessibility plan is resourced, implemented, reviewed and revised as necessary and reported on annually. Attached is a set of action plans showing how the school will address the priorities identified in the plan.

The Equality Act 2010 replicated the earlier duties.

## Vision and Values

The Gryphon School is committed to providing a fully accessible environment 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 challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.

Accessibility is judged to be excellent in all of the three core areas of accessibility. The Gryphon School continuously reviews and seeks to further enhance the accessibility of provision for all pupils, staff and visitors to the school.

Training for staff and governors in the matter of disability discrimination is ongoing.

## Information about the School

The school is designed to enable access to every area of the school through ramped and/or lift access. The school was purpose-built in 1993. The original design and subsequent extensions have all been completed in line with current legislation. The School works with the LA with responsibilities for SEND students on the placement and correct facilities for all new disabled students. In 2009 a remodelled Student and Family Support Centre included new toilet and washing facilities as well as a therapy room. In 2014 an additional lift was provided at the far end of the school to provide further access to the suites of subjects at that location. Automatic opening doors have been fitted at the main entrance to the Leisure Centre to facilitate disabled access along with a new wheelchair accessible section to the reception desk.

The curriculum is fully accessible and meets the needs of all groups of students. There is considerable diversity and flexibility.

## Engagement and involvement

The Equal Opportunities Policy includes accessibility and the Equal Opportunities Group evaluates progress. This group includes staff, parents and students. The Disability Equality Scheme to promote equality of opportunity for services, employment and education is incorporated within this Policy.

The accompanying action plan has been produced by a full analysis of current provision and takes account of the views of staff, professionals and students. Over the last 5 years there has been 1 student requiring mobility support as well as parents with limited mobility.

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

- Equal Opportunities Policy
- PESD information
- School Brochure and Aims
- School Improvement Plan
- Health and Safety
- Inclusion and SEAL
- Equality Objectives
- Staff Development Policy
- Code of Practice register.
- SEND Policy
- Behaviour for Learning Document
- Teaching and Learning Policy
- Gifted and Talented Policy
- Asset Management Plan
- Curriculum Policy
- Fire Policy

The plan is monitored through the Governors' Committees and the School Site Committee.

This plan is publicised through the school website.

Objectives	Actions	Date	Indicator/Progress
Audit physical access as required by DDA	Audits conducted according needs of students and staff. Bi-annual Fire Safety Inspection. Fire rendez vous points and two evacuation chairs in place.	Audits undertaken on an individual basis	Students and staff needs being met Also see Fire Policy.
Provision for prospective 6 <sup>th</sup> form students who require use of wheelchair	Audit undertaken and designed into new Sixth Form Common Room	Mar 2012	Access to Common Room provided and direct link into Café provided by mini lift
Minibus provision	Gryphon vehicles cannot be adapted to carry wheelchairs so specialist vehicles are used  Allow access to all activities for all individuals	On-going	Students with mobility difficulties participate fully in all available activities
Student, Conference and Leisure Centre Reception accessibility	The areas are wheelchair compatible.	2016	Areas are wheelchair compatible.
Provision of induction loops	Conference Centre and Quarr Hall have induction loops. Neil Burroughs has organised external testing to take place over Feb half term. Karen Bugler to organise signage for Quarr Hall and Conference Centre.	Spring 2018	Signage and loops in place.
Improving acoustics for designated hearing impaired students	Training of staff Acoustic panels in identified subject rooms including Quarr Hall. Aim to extend to all science rooms.	Annually Started Summer On-going	Completed for each subject area and Café, Quarr Hall, LRC.
External Ramps	Review of gradient of any slopes with any building works	On-going	Gradients are useable
Door accessibility	Installation of automatic doors into LRC but elsewhere, double doors remain in place.	2013-14	New Sports Centre doors provided with facility refurbishments. £10K. No change to other doors due to cost.
Ease of access to upper floors	3 Lifts are in place. two in main school and one in Leisure Centre		Upper floors accessible
Staff/Student Voice	Meeting with current wheelchair students and disabled users on site to discuss access matters	On-going	Now a requirement through PEPs and discussed at Annual Reviews for disabled students with disabilities.

### Improving the Curriculum Access at The Gryphon School

Objectives	Actions	Date	Indicator / Progress
Training for teachers on differentiating the curriculum	Ongoing INSET to be continued to target specific difficulties impacting on learning. Advice and training by specialist bodies as required Sharing of in school expertise eg Dyslexia, Learning Support Improved teaching and learning Learning Passports and SEND information available easily via Progresso	Ongoing	SEND information and Learning Passports are now on Progresso SEND training for teachers is delivered every year, including differentiation Monthly training for support staff to improve understanding of a wide range of needs and how best to support Mental Health Lead appointed Staff training on Mental Health Sept 2018
Improved access for hearing impaired students	One room in each department area has sound boards. Large departments have two.		Completed

### Improving the Delivery of Written Information at The Gryphon School

Objectives	Actions	Date	Indicator / Progress
Delivery of school information to parents and the local community improved	To review parental and student access to information. All student information including reviews, reports, SEN information is available via remote access enabling different text size to be chosen to make information more accessible.	On-going	All school information available for all  Review completed and information available Paper copies available if needed
Delivery of school information to parents and the local community improved	To review parental and student access to information. The school website allows text to be resized. The site is kept up to date with all key news and events.	On-going	All school information available for all  Completed
Resources available to all students	Increase IT provision across the whole site. BYOD	On-going	All school information available for all through VLE portals Wide usage of own devices
Develop expertise in teaching and learning	Develop staff awareness of resources which are available to support student learning	On-going	Increased knowledge developing in the school
Fair access to exams	Access arrangements for students who need them and meet	ongoing	Students accessing exams and achieving

	the requirements.		
--	-------------------	--	--