

St. Joseph's Catholic College

Accessibility Plan 2019-2020

Introduction

The Equality Act 2010, merged nine main pieces of previous legislation, including the Disability Discrimination Act 2005. This new Act protects people from all forms of discrimination including, Age, Disability, Gender reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or belief, Sex, sexual orientation.

Disability and St Joseph's Catholic College

The definition for disability;

A person has a disability if they have 'a physical or mental impairment' which has 'a substantial and long-term adverse effect' on their 'ability to carry out normal day-to-day activities'.

Impairment - may be a physical or mental impairment, or both. It is not necessary to establish the cause of the impairment and it does not have to be the result of an illness. While some impairments are visible can be easy to identify, there can be others which are not obvious; for example, some mental health conditions.

Long-term - lasting at least a year, or likely to be for the rest of the person's life.

Substantial adverse effect - more than minor, but it may fluctuate or change, and may not be present all the time

Normal day-to-day activities - not defined specifically under the Act, but these are activities that one could expect to conduct during their time on site. For example, they might include interacting with pupils or teachers, using a computer, writing, following specific instructions, keeping to a timetable, sitting down, standing up, driving, lifting and carrying everyday objects or participating in PE activities.

St Joseph's Catholic College policy on equality is to ensure that there is no discrimination against any sub-group within its community, be it because of sex, religion, race, colour or disability. With this in mind the school has put in place policies and procedures so that people with a disability are not treated less favourably in the service, education or support they receive than people without a disability. Meeting these requirements is consistent with the school's Learning Difficulties and Disabilities Policy as well as Equal Opportunities Policy.



Access to this plan:

This plan will be made available to all via the website. We will also hand this plan to any parent of a child with a disability who makes an enquiry about a place for their child at the school. This plan will also be made available to any member of staff or applicant for a post at the school who requests it.

This plan will be shared with Senior Management and will inform relevant aspects of the school's development plan.

This plan will be made available to Ofsted and ISI inspectors upon request.

Supporting Policies:

- Equality and Diversity Policy
- SEN Policy

The board of Directors of St Joseph's Catholic College recognises the following duties that this places upon them and aims to:

- Not to treat pupils, staff or visitors with a disability less favourably for a reason related to their disability
- To make reasonable adjustments for pupils, staff or visitors with a disability so that they are not at a disadvantage where practical
- To plan to make reasonable adjustments to the school buildings, so pupils, staff and visitors can traverse into, around and out of the building, without impedence as far as reasonably practical
- Improve delivery of information to pupils, staff and visitors
- To increase the extent to which pupils with a disability can participate in the school curriculum
- To improve the environment of the school to increase the extent to which pupils with a disability can take advantage of education and associated services
- To ensure staff can successfully deliver their curriculum

Schools are required to resource, implement and review their accessibility plan as necessary, but no longer than every three years. This plan will be monitored and evaluated by the site Facilities Manager. The plan attached sets out the Facilities Managers proposals for increasing access to education for pupils with a disability and for increasing the college's provision for compliance.

Current Situation and examples of good practice

- Accessible parking bays are provided to the front of the college with level access onto the path
- Textured paving provide at edges of pedestrian crossings
- Flat level access into the school
- Automatic doors into reception
- Manifestations fitted onto automatic door glass panels to increase visibility
- All circulation areas, halls, workshops and teaching spaces are fully accessible
- All classrooms are fitted with height adjustable desks
- All Accessible toilets are fitted with red pull cords which alarm locally and behind reception for assistance
- A Number of accessible toilets are provide around the building, all of which are compliant with Part M building regulations and freely accessible without key
- All main toilet blocks contain at least one ambulant toilet cubicle
- All accessible toilets fitted with 'Lift to Lock' handles and large grab rails
- Hygiene Room with shower and hoist on site
- Illuminated fire escape signs fitted as standard

- Maintained emergency lighting fitted across site
- Colour Contrasting hand rails and nosing on steps
- Key facilities such as canteen, Curriculum Support and ILC are located on the Ground Floor
- Personal Emergency Evacuation Plan in place for those who are unable to easily escape site in event of emergency
- All staff and students with permanent or temporary disability will have a specific Risk Assessment undertaken
- Three passenger lifts are available for use for vertical travel. Platform lift provided for access into Drama studio.
- Corridors are fitted with hold open devise to keep doors open during the day, which close in event of a fire
- All site doors have been adjusted to minimise the force required to open them
- 2 portable induction loops made available from reception to aid any hard of hearing staff, students or visitors to site.
- Induction loop available in hall
- As part of the PPM schedule regular checks are made to ensure escape routes are clear.

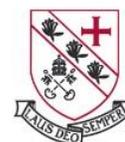
Changes since the previous Policy

Evacuation chairs have now been removed from the refuge areas, due to the hazard they pose when in use. Alternative method of escape has now been included in the Fire Policy.

St. Joseph's Catholic College

Action Plan 2019-2020

Objective	Strategy	Outcome	Timescale and Owner	Goal
Improving Access to site Internally and Externally				
Install an induction loop signage at the Reception desk to highlight facility.	Ensure staff members are aware the facility is available if needed.	Support for hard of hearing visitors	Facilities Manager to investigate costing – 8 Weeks	To Highlight the available facility to hard of hearing visitors.
Install induction loop signage in the Main Hall	Train staff members on its use	Support for hard of hearing visitors	Facilities Manager to investigate costing – 8 Weeks	To Highlight the available facility to hard of hearing visitors.
Install an induction loop and signage for the Community Reception desk	Train staff members on its use	Support for hard of hearing visitors	FM to investigate costing 8 Weeks	Provision put into place for hard of hearing visitors.



Objective	Strategy	Outcome	Timescale and Owner	Goal Achieved
Improving Access to site Internally and Externally				
Install an induction loop and signage for the Gym	Train staff members on its use	Support for hard of hearing visitors	FM to investigate costing 8 Weeks	Provision put into place for hard of hearing visitors.
Install an induction loop and signage for the Sports Hall	Train staff members on its use	Support for hard of hearing visitors, more trained staff.	FM to investigate costing 8 weeks	Provision put into place for hard of hearing visitors.
Repaint of Accessible Parking spaces to ensure they are Clearly visible	Ensure all are aware the facility is clearly identifiable	Clearly identifiable accessible parking spaces kept available	12 Months FM	
Accessible parking spaces to be fitted with clear signage	Ensure all are aware the facility is clearly identifiable	Clearly identifiable accessible parking spaces kept available	12 Months FM	
Add colour contrast at 2 heights to support post at entrance to college	To provide an aid to visually impaired staff, students and visitors to identify	Aid in highlighting posts presence	FM to investigate costing 8 weeks	Post more visible to those visually impaired
Incoming External doors– Install colour contrasted stickers on glass panels	To aid visually impaired staff, students or visitors to clearly identify doorways	Highlight entrance points.	FM to investigate costing 8 weeks	Entrances to college are clearly visible.

