



**Broadlands Hall School
Accessibility & Disability
Policy**

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Approved by the Proprietor	<i>Keith Boulter</i>
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Accessibility - Disability Equality Policy

Background

Broadlands Hall School aims to identify and remove barriers to disabled students in every area of School life and will ensure that students feel welcome irrespective of race, colour, creed or impairment.

Whilst Broadlands Hall School does not currently have any students with a physical disability on its Register, planning (short, medium and long-term) is in place to cover any areas where it is foreseen there may be a shortfall in requirements.

The definition of 'disability' within this document includes:

- Physical impairment (including sensory impairments)
- Mental impairment (including hidden impairments such as dyslexia, autism, speech and language impairments, ADHD) but only where these are likely to affect the person's ability to carry out normal day-to-day activities.
- Those with cancer, multiple sclerosis or severe disfigurement.

Broadlands Hall School is ready and able to adapt and will ensure that any child who becomes a student at the School is supported not only by an enthusiastic and supportive staff, but also with as many aids as are deemed necessary to make the life of both students and staff easier in an educational setting.

Recruitment, Development and Retention of Disabled Employees

Broadlands Hall School recognises that disabled staff may have much to contribute to the School and will not discriminate towards applicants in any way. However, the safety of the individual must always be of paramount importance as the nature of the students at Broadlands Hall School means that all employees must be able to restrain a child if necessary. As much teaching takes place on a 1-to-1 basis, all staff need to be relatively mobile for their own safety as there will not always be time to call for additional help.

Broadlands Hall School will develop a policy of interviewing all disabled applicants who meet the minimum requirement for a job.

Upon recruitment, employees are required to complete a confidential Medical Questionnaire. This is seen only by qualified medical staff who will make a decision as to whether or not an applicant is able to fulfil the physical requirements of the position. Applicants receive a letter explaining that information in the Medical Questionnaire will be treated confidentially and will be signed and sealed by the Medical Officer prior to being kept on file in a secure manner. If it is determined that the applicant will require additional help to enable them to carry out their role effectively, the Medical Officer will advise the Headteacher whose responsibility it will be to ensure that additional help / equipment / training is provided. All educational staff receive on-going training in areas such as Non-Physical Intervention, First-Aid in the workplace, Health and Safety, Fire Safety, Food Hygiene and Child Protection/Safe Guarding.

All staff will have an annual performance review. They are also encouraged to speak to the Headteacher at any time should they feel that adjustments could be made to their working conditions which will benefit them.

Upon leaving Broadlands Hall, all staff will have an 'Exit Interview' at which time the Headteacher will ascertain whether there have been any adverse conditions which have contributed to the staff member terminating their employment with the School.

Main Priorities

Promoting Equality of Opportunity. The School will examine all information given to students to ensure that it encompasses anything helpful gathered from current disabled students at the School. The School will also speak to parents / carers, teachers and Social Workers to ascertain whether there is anything that can be done to make their involvement with the School easier.

Eliminating Discrimination. Staff will keep a close watch on the impact of all policies and will work to raise expectations of all disabled students.

Eliminating Harassment. The staff will work towards raising awareness amongst students, parents and carers of disability-related harassment. This will be done both in written policies and in regular PHSE lessons. Any harassment will be immediately addressed.

Promoting Positive Attitudes. Staff will treat all students with respect, regardless of disability. The School also expects behaviour of the highest standard of all its students towards one-another ('treat others as you wish to be treated yourself') and embed the school values of: Respect, Compassion and Fairness.

The School will use positive disabled role models to highlight achievements.

Encouraging Participation in Public Life. All students at Broadlands Hall are encouraged to take part in public life when they are at a stage in their development where this is appropriate to both themselves and others. All students are taken out on an individual basis for community learning experiences and are encouraged to enter into conversations with the public and to adhere to formal conventions (opening doors, please and thank you at restaurants etc).

Taking steps to meet disabled people's needs, even if this requires more favourable treatment.

Because of the widely varying nature of emotional disability of students at Broadlands Hall School, all have individual learning programmes and this sometimes entails a student having additional assistance, coaching facilities.

Registration of Disabled Students

Prior to accepting a student into Broadlands Hall School, a meeting will be held with the parents, carers and social workers and placing LEA to ascertain whether or not Broadlands Hall School is the right school for that child. It is important in such a small school that the balance of students is right and that 'needs' do not 'clash'. During this meeting, all special requirements will be carefully noted and no child will be accepted until the School can be sure that every element is in place to ensure a successful education can be delivered.

Current Access

Students with impaired mobility are able to access the school. All corridors are wide enough to allow wheelchair access and entrance / exit points have ramped access. Signage throughout the School is visual (pictures and words) and the fire alarm auditory plus staff are tasked with physically clearing the building of personnel. All areas of the School are well lit with low level emergency lighting in place. As the entire school is on one level, there is no problem with access to the grounds in the event of fire.

Toilet Facilities

Toilets, including a disabled facility, are available in the building.

Transport and access around the School grounds

There are wide pathways to allow access around the outside of the School and vehicles can be parked immediately outside the Main Entrance to the School.

Furniture and Equipment:

Broadlands Hall School recognises that students of varying disabilities will require different facilities within the School. To ensure that students are able to work in the very best conditions, the Headteacher at the School will assess the needs of a child prior to arrival and will ensure that chairs, tables and desks of a suitable nature are purchased. Advice will be sought from parents / carers and other outside agencies. All students have access to computers and adapted keyboards will be available to any students who may require them. We also provide a sensory room. Our occupational Therapist will carry out a full assessment upon arrival.

The Curriculum

Because of the specialist nature of the School, the curriculum is already presented to students in a wide variety of formats and these can be adapted for disabled students. ICT is widely used to produce written information in differing formats and signs can be printed in a large font. Staff are all familiar with this technology. Interactive whiteboards are installed

throughout the School which, in conjunction with printers, will enable all lessons to be printed out in an easy-to-read format for any disabled students who require information to be presented in a more accessible way. In addition, computer programmes will be used to provide alternative methods of education for those unable to access the written word.

Qualifications, programmes, certificates.

All students, irrespective of disability, will be provided with the facilities, equipment, spaces and teaching to enable them to participate in any examination or qualification regardless of their special needs.

Policies

Upon acceptance of a student at the School with any type of disability, School Policies will be re-visited to ensure that they take into consideration the particular requirements of the new student.

Staff

Staff at Broadlands Hall School work with students who have special educational needs as well as emotional and behavioural difficulties. Therefore, they are already trained in many aspects of caring for students with requirements that may be considered outside of 'the norm'. Prior to a disabled child being accepted at the School, the Headteacher will ensure that staff either have, or will receive, the necessary training required to work with that child. In some instances, this may involve recruiting additional staff with specialist qualifications.

Policy-Making

When a physically disabled student is registered he will be asked to join a group to regularly review the facilities in the School. This group will also play an active role in decision-making for the future.

Teachers, Parents, Carers

Whilst this document refers directly to students at the School, the same policy will apply to any new teachers, parents or carers who become involved with Broadlands Hall School. Immediately the School is aware of any teacher or professional visitor or parent joining the School who may require special assistance, they will be invited to discuss any additional resources required so that facilities are put in place as soon as is practically possible.

Reporting

The Deputy Headteacher will report on its Disability Equality Scheme annually and will investigate progress that has been made in short, medium and long-term plans. In addition, the effect of work completed will be recorded and future plans will be discussed. Both this

document and other policies will be re-visited annually to ensure that they are still current and the entire scheme will be reviewed and revised as necessary every three years.

Updated 30/03/18

