



# THE HERMITAGE and THE OAKTREE SCHOOLS

## Disability Equality Policy and Accessibility Plan

Person Responsible	Local Governing Committee (LGC)
Date Adopted	July 2010
Date of last review	Autumn Term 2022
Date of next review	Autumn Term 2025

### Introduction

At The Hermitage and Oaktree Schools, we are aware that we have a general duty under the Equality Act 2010 to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a protected characteristic and persons who do not share it.

Our Disability Equality Policy and Accessibility Plan supports the schools' Equality Policy and outlines how we will fulfil this duty, including a set of specific, measurable, achievable, realistic and time bonded targets in the form of an action plan.

### School's Duty

The LGC has a duty to:

- Promote equality of opportunity for disabled people: pupils, staff, parents, carers and other people who use the schools or may wish to.
- Produce and publish a Disability and Equality Policy and Accessibility Plan to show how they will meet these duties.

The LGC is required to plan to increase access to education for disabled pupils in three ways, by:

- Increasing the extent to which disabled pupils can participate in the school curriculum.
- Improving the environment of the schools 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.

### Aims and Values in relation to equality of provision

At The Hermitage and Oaktree Schools, we are committed to ensuring equality of education and opportunities for staff, pupils and all those receiving services from the school, irrespective of disability. The achievement of all pupils and students will be monitored on the basis of disability and we will use this data to raise standards and ensure inclusive teaching. We will aim to provide our pupils with a firm foundation, which will enable them to fulfil their potential, regardless of disability. We will seek to eliminate unlawful discrimination against pupils and staff by adhering to our duties as an employer under the legislation.

- At The Hermitage and Oaktree Schools, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.
- The Hermitage and Oaktree Schools aim to identify and remove barriers to disabled pupils in every area of school life.
- The Hermitage and Oaktree Schools have high ambitions for its disabled pupils and expects them to participate in all aspects of school life.
- At The Hermitage and Oaktree Schools, our commitment to equal opportunities is driven by the National Curriculum Inclusion Statement. Therefore, the schools:
  - Set suitable learning challenges.
  - Respond to pupils' diverse learning needs.
  - Overcome potential barriers to learning and assessment for individuals and groups of pupils.
- At The Hermitage and Oaktree Schools, we will work actively to promote equality and foster positive attitudes and commitment to an education for equality.

### **Roles and Responsibilities**

- The Disability Equality Policy and Accessibility Plan links to other specific policies and action plans that the schools produce including our Equality Policy and the School Development Plan.
- The Disability Equality Policy and Accessibility Plan outlines the roles and responsibilities of everyone involved and connected with the school so that each person knows what is expected of them. Promoting disability and equality and raising the achievement of disabled pupils is the responsibility of the whole school staff.
- The LGC will ensure equality of opportunity for all staff and pupils in school. This will include monitoring recruitment, retention and continuing professional development for disabled and non-disabled staff, monitoring academic and social standards for all pupils. The LGC will ensure that the Action Plan is reviewed and updated as required.
- The Executive Headteacher and Senior Leadership Team (SLT) will monitor, through SLT meetings, the progress of children with disabilities. They will also consider the impact of policies and procedures on these children and their social interaction with other children. They will lead progress on actions in the Action Plan.
- All staff will be familiar with this scheme and ensure that they provide equal access and opportunity for pupils they teach or support.
- Pupils will treat all people with respect and fairness, without discriminating against them or harassing them.
- Parents and carers will support the school in identifying the needs of disabled pupils or their own needs in relation to this scheme.

### **Identifying the main school priorities and deciding on actions**

The schools' aims and vision is positive and inclusive concerning any person with disability or special educational need. Everyone is encouraged to look for the positive in everyone they meet and work with. This is taught in PSHE lessons and reinforced through assemblies. Discrimination and harassment is not accepted in school.

### **Defining Disability**

The disability discrimination duties and the planning duties are owed to all pupils who are defined by the Disability Discrimination Act (DDA) as being disabled. The DDA defines a disabled person as someone who has:

*'a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.'*

## Accessibility Plan: Autumn Term 2022-2025

### **Action Plan A – Improving Curriculum and Extended School Access at The Hermitage and The Oaktree Schools**

All of the targets are immediate and on-going and therefore no target dates have been set.

	<b>Target</b>	<b>Action</b>	<b>By Whom</b>	<b>Success Criteria</b>	<b>Monitoring</b>
1	Appropriate differentiation in planning for children with SEND to ensure progress	Inclusion Leader to monitor quality of differentiation and provision for all SEND pupils.	Inclusion Leader Assessment Leader	All pupils make appropriate progress	Inclusion Leader / SLT
2	Classrooms are organised to promote the participation and independence of all pupils	Class teachers to ensure that lessons are planned to meet the needs of all pupils in their class and layout of rooms allows access to all areas for all pupils, e.g. bookshelf height.	Class Teachers Inclusion Leader Year Team Leaders SLT	Learning is accessible to all pupils	Inclusion Leader / SLT
3	Ensure that all school trips & residential visits are accessible for all pupils, including those with SEND	Thorough planning. Advance visits. EVOLVE Form and Risk assessments.	Visit leaders EVC Inclusion Leader	School trips & residential visits are accessible for all pupils	EVC Inclusion Leader
4	Ensure that after-school clubs are accessible for all pupils.	Ensure access is available for all pupils including those with SEND. Provide adult support if necessary. Make physical adaptations as required.	Club leaders Inclusion Leader Extended Schools Leader	After-school clubs are accessible to all pupils	Extended Schools Leader
5	Ensure curriculum is fully accessible to all pupils with any type of special educational need or disability.	Consider alternative communication systems where appropriate. Consider the way in which information is presented to pupils. Consider how pupils can communicate their ideas.	All Staff Subject leaders External advisors for SEND	Curriculum is fully accessible for all pupils	Year Team Leaders Inclusion Leader

6	Ensure that no member of staff or pupil is harassed or bullied on grounds of their disability or learning need impairment.	Training as required for all staff. Raised awareness for stakeholders.	All staff	No person experiences harassment or bullying on grounds of their disability or learning need.	Executive Headteacher LGC
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### Action Plan B – access improvements required at The Hermitage School

School Access Audit was carried out by the Deputy Headteacher and Premises Manager in September 2022. Recommendations are made with reference to this.

	Issue	Action	By Whom	By When & Cost	Success Criteria	Monitoring
1	Car park bays do not provide enough access for wheelchair users.	Bays in staff car park to be re-painted to allow cars parked in disabled bay to be fully opened to allow disabled drivers and passengers to transfer to a wheelchair parked alongside.	External contractor	Within next 3 years, when car park needs repainting. Approx cost £500	Car park fully accessible to all users.	Premises Manager
2	Paint fading on a number of external ramps, so not visually identifiable.	Ensure top and bottom of all external ramps are painted in contrast to surrounding areas.	Caretaker / Groundsman	By end of autumn term Approx cost £100	Ramps visually identifiable to all users.	Premises Manager
3	Football playground edging could present a trip hazard due to overhang – check regularly for edge paint fading.	Repaint/respray all edging/capstone white so that it is clearly visible.	Caretaker / Groundsman	Ongoing Approx cost £150	Playground safe for all users.	Premises Manager

4	Main reception area external door is difficult to open from a seated position or for users with some physical disabilities.	Ensure reception staff aware to use automatic unlocking for disabled users and/or manually open the door where appropriate for both entry and exit.	Reception Staff	Immediate & on-going. No cost	All users able to enter and exit building easily.	Premises Manager
5	Disabled toilets (2) do not have a back rest.	Purchase and fit backrests.	Finance Assistant / Caretaker	As soon as possible Approx cost £200	Disabled toilets fully accessible to all users.	Premises Manager
6	Braille signage limited – one sign in reception area for disabled toilet and sign for lift outside hall doors at start of corridor.	Consider further braille signs in key areas if appropriate/necessary. E.g: toilets upstairs	Premises Manager / Caretaker	As required.	Signage available to all users.	Premises Manager
7	No signage from reception area to lift.	Fit signage in reception area to indicate lift location.	Premises Manager / Caretaker	By end of autumn term 2022 Approx cost £50	Clear signage to lift area for all users.	Premises Manager
8	No visual alarm system in place to supplement audible alarm.	Risk assessment to be undertaken annually and if necessary fit visual alarm system in key areas for the safety of pupils or staff with hearing impairment. Consideration given to installing a visual alarm system to supplement the current system when an upgrade to the current system becomes necessary.	Premises Manager / School Business Manager	Ongoing Cost to be confirmed when necessary.	Safety for hearing impaired.	School Business Manager / Premises Manager

9	Double doors in Reception area and at top of ramp leading to Orchard / Oak Classes are not on fire safety release system, making access for people with disabilities difficult unless they are wedged open.	Consideration given to installing fire release doors when replacement doors are fitted in the planned work taking place over 2022/23 for replacement doors to be fitted across the school that are fire safety compliant.	Premises Manager / School Business Manager	By end of 2022/23 academic year  Cost to be confirmed	All areas of the school easily accessible.	School Business Manager / Premises Manager
10	Ramp access to Football Playground limited to one end. Safety at hedge end is compromised due to edging overhang, presenting a trip hazard as well as reduced wheelchair access.	Gain quotes for ramp access at hedge end of Football Playground.	Premises Manager / School Business Manager	As soon as possible.  Cost to be confirmed	Football playground can be safely accessed at both ends.	Premises Manager / School Business Manager

### Action Plan C – access improvements required at The Oaktree School

School Access Audit was carried out by the Deputy Headteacher and Premises Manager in September 2022. Recommendations are made with reference to this.

	Issue	Action	By Whom	By When & Cost	Success Criteria	Monitoring
1	Car park bays do not provide enough access for wheelchair users.	Bays in staff car park to be re-painted to allow cars parked in disabled bay to be fully opened to allow disabled drivers and passengers to transfer to a wheelchair parked alongside the vehicle on either side of the parking space.	External contractor	Within next 3 years, when car park needs repainting. Cost to be confirmed	Car park fully accessible to all users.	Premises Manager / School Business Manager

2	Access doors into the building including front entrance, all classroom outside doors, Foundation Building entrances and Eco Lobby Entrance need ramps in order to make all entrances easily accessible to everyone.	Ramps to be built and painted in front of all entrances/ doors in order to make all entrances/ exits accessible to everyone.	External Contractor	Within next 3 years. Cost to be confirmed	Everyone will be able to access the school at all entrances / exits	Premises Manager / School Business Manager
3	Accessibility from Oaktree Car Park into the Hal if there is a club on the Football Playground at Hermitage	Need to find a suitable accessible route for wheelchair access into the Oaktree Hall for when there are clubs on the Hermitage Football Playground	External Contractor	Within next 3 years	The Oaktree Hall will be accessible for everyone at any time of the day	Premises Manager / School Business Manager
4	Badger Room – not currently accessible	As the badger room is currently used for children with special needs we would need to continue monitoring whether we need to add various accessible parameters in order to make it accessible to all users. There is currently no ramp access into Badger Classroom.	School Business Manager / Admissions	Ongoing	All users able to enter and exit building easily and signage and safety for both visually impaired or hearing-impaired users	Premises Manager
5	Gate next to Oaktree Admin Office leading onto Hermitage Football Playground	Currently no ramp access - need to make this entrance accessible to all users	External Contractor	Within next 3 years	All users able to enter and exit easily through all entrances	Premises Manager
6	Doors into Acorn Centre	As this is a fire exit we would need to make the doors easily accessible for wheelchair users to be able to open the door	External Contractor	Within next 3 years	In the event of an emergency, all users will be able to open and exit as quick as possible	Premises Manager

7	Main reception area external door is difficult to open from a seated position or for users with some physical disabilities to reach the buzzer both internally and externally	Ensure reception staff aware to use automatic unlocking for disabled users and/or manually open the door where appropriate.	Reception Staff	Immediate & on-going.  No cost	All users able to enter and exit building easily.	Premises Manager
8	Disabled toilets do not have a safety light/ alarm in case someone needs assistance.	Get Safety light/ alarm fitted	External Contractor	As soon as possible	Disabled toilets fully accessible to all users.	School Business Manager / Premises Manager
9	Braille signage needed.	To purchase and fit braille signs around the school for areas where visually impaired users are able to navigate to certain areas.	Finance Assistant/ Caretaker	As required.	Signage available to all users.	Premises Manager
10	No visual alarm system in place to supplement audible alarm.	Risk assessment to be undertaken annually and if necessary fit visual alarm system in key areas for the safety of pupils or staff with hearing impairment. Consideration given to installing a visual alarm system to supplement the current system when an upgrade to the current system becomes necessary.	School Business Manager	Ongoing	Safety for hearing impaired.	School Business Manager / Premises Manager