



# *Bishop's Stortford College*

## **Disability Access Plan 2021 - 2023**

### **1. Introduction**

1.1. The College is committed to meeting the requirements of the SEN and Disability Act 2001, the Equality Act 2010 and the Children and Families Act 2014. By improving the campus, we intend to make the College suitable for those pupils, staff and visitors with temporary or permanent disabilities who need additional provision to make maximum use of the facilities. This plan covers:

- Increasing access to education and associated services at the College for disabled pupils.
- Action required to deal with issues identified following assessment.
- To increase access to the curriculum for disabled pupils.
- Improve the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled.
- Improving the physical environment of the College.

### **2. Purpose**

2.1. This plan replaces that of 2018-2021 and sets out the College strategy on improving access for disabled pupils up to Autumn 2023.

### **3. Academic**

3.1. We aim to provide a broad and balanced curriculum which is accessible to all pupils through differentiation and where necessary, considering individual needs and acting accordingly. (See SEN Policy)

### **4. Practical Measures and Plan**

4.1. Following ongoing assessment, the following table below contains our 3 year plan:

## Year 1 2021/2022

Aim	Objectives	Methods	Expected Outcomes	Timeframe	Examples of achievements
<p>To improve the <b>teaching and learning</b> of pupils with disabilities</p>	<p>Review teaching methods of pupils.</p> <p>Provide staff training as needed.</p> <p>Purchase new equipment as needed.</p>	<p>Heads of Department to add information to Dept. handbooks on strategies to support teaching and learning.</p> <p>Advise Estates Manager of estate/building changes needed.</p> <p>INSET training on teaching and learning styles needed.</p>	<p>Improved teaching methods.</p> <p>Pupil motivation improved.</p> <p>Satisfied parents and teaching staff.</p> <p>Accessibility of College increased.</p> <p>Pupils able to access the curriculum.</p>	<p>Rolling programme and ongoing.</p>	<p>Adapted methods for pupil in Prep with profound hearing difficulties.</p> <p>Pupil in Prep with severe chronic illness - Classroom TA employed to assist them.</p> <p>Purchases “Visualiser” for Pre-Prep to support visually impaired.</p> <p>Invested in large font text books in Pre-Prep.</p> <p>Joined RNIB visually impaired text service.</p> <p>Cerebral Palsy INSET for Senior School teaching staff.</p>

Aim	Objectives	Methods	Expected Outcomes	Timeframe	Examples of achievements
<p>Improve access to the physical environment of the College</p>	<p>Review College for disability access issues.</p> <p>Devise plan of actions to improve disability access.</p> <p>Agree approach for reasonable adjustments.</p>	<p>Utilise expertise from an external consultancy.</p> <p>Estates Committee agree plan and secure funding plan.</p> <p>Engage with suitably experienced contractors.</p> <p>Monitor applications and admission for new needs.</p>	<p>Prep and Senior School teaching or subject areas accessible.</p> <p>Pupil safety improved (evacuation in case of emergency).</p> <p>Pupils' wellbeing supported.</p> <p>Accessibility of College greatly increased.</p> <p>Satisfied parents and teaching staff.</p>	<p>Ongoing for 3 years</p>	<p>Continue to implement disability access report recommendations: Step depths and tactile, handrail provision, sympathetic surfaces</p>
<p>Improve equity of provision of learning in all curriculum areas</p>	<p>Review teaching provision in all areas.</p> <p>Modify teaching methods as required.</p> <p>Support teaching staff with methods.</p>	<p>Work with Learning Support Team to explore needs and solutions.</p> <p>INSET training sessions.</p>	<p>Pupils enjoy access to all areas of the curriculum.</p> <p>Accessibility of College increased.</p> <p>Satisfied parents and teaching staff.</p>	<p>From Jan 2019 onwards</p>	<p>“Radio Aid” purchased (£1k) for Prep pupil with hearing difficulties.</p> <p>Pupil with severe visual impairment - fonts changed, oral instruction improved and room layouts changed.</p> <p>Funded specialist teacher ‘brought in’ for annual review of pupil with visual impairment in Prep School Additional Learning Support lessons timetabled for pupils with disability whose learning/progress is impacted by their needs</p>

## YEAR 2 2022/2023

Aim	Objectives	Methods	Expected Outcomes	Timeframe	Examples of achievements
<p>Improve access to the physical environment of the College</p>	<p>Further implement plan of actions to improve disability access.</p>	<p>Engage with suitably experienced contractors.</p> <p>Monitor applications and admission for new needs.</p>	<p>Prep and Senior School teaching or subject areas accessible.</p> <p>Pupils wellbeing supported.</p> <p>Accessibility of College increased.</p> <p>Satisfied parents and teaching staff.</p>	<p>Ongoing for 3 - 5 years</p>	<p>Continue to implement disability access report recommendations: Seating / rest areas within the Grounds</p>
<p>Improve equity of provision of learning in all curriculum areas</p>	<p>Support teaching staff with methods.</p> <p>Support teaching staff with specialised TA/s, when appropriate</p>	<p>INSET training sessions.</p> <p>Employment of specialised TA/s for pupils joining the school with significant physical disability</p>	<p>Pupils enjoy access to all areas of the curriculum.</p> <p>Accessibility of College increased.</p> <p>Satisfied parents and teaching staff.</p>	<p>From Jan 2019 onwards</p>	

## Actions completed

Actions Completed	Goals Achieved
EHCPs prepared for eligible pupils with disabilities to enable access to provision and to support their transitions through education and into adulthood.	Greater number of pupils with disabilities are attending the College. Devised system to process EHCPs, work with local authority and support parents through application and assessment process. The College is compliant with regard to the process of annual reviews for active EHCPs.
Pastoral and/or learning plans in place for some students with significant needs, where needs are not at such a level that an EHCP is appropriate, but complex enough that regular review is essential.	Plans ensure a joined-up approach to planning, support and provision, regular meetings and communication with pupils, staff and parents.
Works carried out, incorporate alterations to meet the requirement set out in BS 8300 Design of Buildings, to meet the needs of disabled people - Code of Practice.	Improved access for people moving around the site. New boarding houses, stair lift in Prep School, yellow step edges, handrail and ramps in Middle Green, step free access around School House to the Memorial Hall, refurbishment of School House and provision of DDA lift and restroom space, construction of DDA lift within CDT/Physics, access ramps to Cloisters, Music & CDT/Physics, extension of the handrail at RPH, Pool side lift hoist, provision of new Learning Support Centre with access ramp and provision of evac chair in CDT/Physics.
Improved the way we assess learning needs for new pupils or those moving cross College so teaching staff can provide more bespoke teaching and learning methods.	All applications to join the College are carefully checked for SEND's by each Admissions Officer, passing information to the Head of Learning Support. The Head of Learning Support produces a one-page summary of SEND's for each pupil and posts it on FireFly for teaching staff to access. This is very helpful and particularly for pupils transferring through the College.
Estates Manager to review and update the signage around the site to ensure it is suitable for those with a disability.	Improved student and visitor access to the campus.