



# ACCESSIBILITY PLAN

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| <b>Review date:</b> October 2024 – updated before if required |

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## 1. Aims

It is required under the Equality Act 2010 to have an accessibility plan. The purpose of the plan is to:

- Increase the extent to which disabled students can participate in the curriculum
- Improve the physical environment of the Sixth Form to enable disabled students to take better advantage of education, benefits, facilities and services provided
- Improve the availability of accessible information to disabled students

The NCS aims to treat all its students and staff fairly and with respect. This involves providing access and opportunities for all students and staff without discrimination of any kind.

We are 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.

The plan will be made available online on the NCS website, and paper copies are available upon request.

The NCS is also committed to ensuring staff are trained in equality issues with reference to the Equality Act 2010, including understanding disability issues.

Our complaints procedure covers the accessibility plan. If you have any concerns relating to accessibility in the sixth form, this procedure sets out the process for raising these concerns.

Consultation with stakeholders is an ongoing process, involving both formal and informal procedures. Regular reviews take place with support services to evaluate needs and provisions.

## 2. Legislation and guidance

This document meets the requirements of [schedule 10 of the Equality Act 2010](#) and the Department for Education (DfE) [guidance for schools on the Equality Act 2010](#).

The Equality Act 2010 defines an individual as disabled if he or she has a physical or mental impairment that has a 'substantial' and 'long-term' adverse effect on his or her ability to undertake normal day to day activities.

Under the [Special Educational Needs and Disability \(SEND\) Code of Practice](#), 'long-term' is defined as 'a year or more' and 'substantial' is defined as 'more than minor or trivial'. The definition includes sensory impairments such as those affecting sight or hearing, and long-term health conditions such as asthma, diabetes, epilepsy and cancer.

We are required to make 'reasonable adjustments' for students with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a disabled student faces in comparison with non-disabled students. This can include, for example, the provision of an auxiliary aid or adjustments to premises.

This policy complies with our funding agreement and articles of association.

### 3. Action plan

This action plan sets out the aims of our accessibility plan in accordance with the Equality Act 2010.

| Aim  | Current good practice<br><i>Include established practice and practice under development</i>   | Objectives<br><i>State short, medium and long-term objectives</i>  | Actions to be taken   | Person responsible  | Date to complete actions by |
|--|---|--|---|---|-----------------------------|
| Increase access to the curriculum for students with a disability | <p>We offer a differentiated curriculum and use resources tailored to the needs of students who require support to access the curriculum.</p> <p>Curriculum progress is tracked for all students, including those with a disability</p> <p>Targets are set effectively and are appropriate for students with additional needs</p> | Teachers to continue to fully meet the requirements of young people's needs with regards to accessing the curriculum | Continued focus on additional intervention teacher time, enrichment and cultural capital  | All teaching staff/SLT  | Ongoing                     |
| Improve and maintain access to the physical environment          | <p>Good disabled access in all buildings. This includes:</p> <ul style="list-style-type: none"> <li>Corridor width</li> <li>Disabled toilets and changing facilities</li> <li>Lifts available in two buildings (will include</li> </ul>   | To improve disabled access in the main building and the resources building between floors                            | <p><b>Main Building Lift is fully operational.</b></p> <p>Ramp access in main building</p> <p>Disabled parking bay access – assigned space allocated in the</p> | <p>Bouygues/JS/DG</p> <p>Bouygues to undertake a survey</p> <p>LBN</p> <p>JS/DG</p> | <p>Ongoing</p> <p>TBC</p>   |

|  |   |   |   |                  |                                       |
|--|---|---|---|------------------|---------------------------------------|
|  | <p>the third building after Summer 2022 refurbishment)</p> <ul style="list-style-type: none"> <li>• Clear and up to date signposting</li> </ul>   |   | <p>redevelopment of the former police station</p> <p>To ensure the stair lift in the resources building is in action.<br/> <i>(NCS to undertake major refurbishment of building as of Feb 2022 to include new lift in place of stair lift).</i></p> |                  | <p>Summer 2023</p> <p>August 2022</p> |
| <p>Improve the delivery of information to students with a disability</p> | <p>We use a range of communication methods to ensure information is accessible. This includes:</p> <ul style="list-style-type: none"> <li>• Clear internal signage</li> <li>• Large print resources</li> <li>• Pictorial or symbolic representations</li> <li>• Students with visual impairments seated in appropriate classroom/exam room areas</li> </ul> | <p>To review effectiveness of communication strategies across the NCS to ensure we continue to give students with visual impairments and physical disabilities the full access to information</p> | <p>Publicise the information available and communication strategies on our website for students with disabilities where necessary</p>   | <p>All staff</p> | <p>Ongoing</p>                        |

#### 4. Monitoring arrangements

This document will be reviewed every **3** years, but may be reviewed and updated more frequently if necessary to ensure it is effective and meets the needs of our students. The plan will be visible on the NCS website.

It will be approved by the Governing Body/Finance & Premises Committee.

## **5. Links with other policies**

This accessibility plan is linked to the following policies and documents:

- Risk assessment policy
- Health and safety policy
- Equality information and objectives (public sector equality duty) statement for publication
- Special educational needs (SEN) information report
- Supporting students with medical conditions policy

# Appendix 1: Accessibility audit

| Feature<br>Main Building | Description   | Actions to be taken  | Person responsible | Date to complete actions by |
|--------------------------|---|--|--------------------|-----------------------------|
| Number of storeys        | 3 storeys. LGF, UGF, 1 <sup>st</sup> Floor & 2 <sup>nd</sup> Floor                          | Maintain clear access  | All                | Ongoing                     |
| Corridor access          | Good Clear Access   | Ensure no equipment blocks corridors                                       | All staff          | Ongoing                     |
| Lift                     | Fully operational.  | None, regular maintenance in place.  | Bouygues           | Ongoing                     |
| Parking bays             | We do not have any marked bays allocated  | Raised with the LA, we should have marked disabled bays                    | JS/LBN             | Ongoing                     |
| Entrances                | Two entrances, automatic main front door and other entrance access only during busy periods | Appropriately monitored by SLT at all times when second entrance is opened | All                | Ongoing                     |
| Ramps                    | Currently no ramp access, stairs up only  | Bouygues to undertake a survey to identify if ramp access is feasible      | Bouygues           | December 2021               |
| Toilets                  | 10 in total. 3 Boys, 3 Girls, 4 Disabled & 1 Welfare. Toilets have disabled access & alarms | Ensure toilets are regularly serviced, check disabled toilets alarm works  | DG/Bouygues        | Ongoing                     |
| Reception area           | Sufficient space for access via the lift  | Maintain a clean and clear area  | MB/DG              | Ongoing                     |
| Internal signage         | Yes   | None, internal signage reviewed and updated summer term                    | DG                 | Ongoing                     |

|                         |   |   |       |         |
|-------------------------|---|---|-------|---------|
| Emergency escape routes | 6 emergency escape routes. 3 fire escapes LGF, 1 Fire Escape GF, 2 Entrance / Fire Escapes UGF – Fire plan in place | Ensure weekly testing continues to be carried out and all fire exits are clear at all times | DG/JS | Ongoing |
|-------------------------|---|---|-------|---------|

| Feature<br>Humanities Building | Description   | Actions to be taken   | Person responsible | Date to complete actions by |
|--------------------------------|---|---|--------------------|-----------------------------|
| Number of storeys              | 2 storeys. Ground & First Floor                             | Maintain access   | All                | Ongoing                     |
| Corridor access                | Good  | Ensure no equipment blocks corridors                                      | All staff          | Ongoing                     |
| Lifts                          | 1 Platform Lift   | Review service annually   | Bouygues           | Ongoing                     |
| Parking bays                   | None  | As above, main building   | As above           | As above                    |
| Entrances                      | 3 entrances in total. 2 Fire Exits & 1 Entrance / Fire Exit | Main entrance via automatic door when manned during busy periods          | All                | Ongoing                     |
| Ramps                          | None required, ground floor level to the street             | N/A   | N/A                | N/A                         |
| Toilets                        | 6 in total. 2 Girls, 2 Boys & 2 Disabled                    | Ensure toilets are regularly serviced, check disabled toilets alarm works | JA/Bouygues        | Ongoing                     |



|                         |                           |   |       |         |
|-------------------------|---------------------------|---|-------|---------|
| Internal signage        | Yes                       | None, internal signage reviewed and updated summer term                                     | DG    | Ongoing |
| Emergency escape routes | 1 Entrance & 2 Fire Exits | Ensure weekly testing continues to be carried out and all fire exits are clear at all times | DG/JS | Ongoing |

| Feature                   | Description   | Actions to be taken  | Person responsible | Date to complete actions by |
|---------------------------|---|--|--------------------|-----------------------------|
| <b>Resources Building</b> |   |  |                    |                             |
| Number of storeys         | First, Ground & Basement  | Maintain access  | All                | Ongoing                     |
| Corridor access           | Good, side area to the stairs is used as storage but this does not block access | Ensure no equipment blocks corridors   | All staff          | Ongoing                     |
| Lifts                     | Chair lift  | NCS to undertake major refurbishment of building as of Feb 2022 to include new lift in place of stair lift. Currently any students with accessibility issues are placed in the main building | JS / DG            | August 2022                 |
| Parking bays              | None  | As above, main building  | As above           | As above                    |
| Entrances                 | 1 main entrance via passcode and automatic doors                                | Door is manned all day   | DG                 | Ongoing                     |
| Ramps                     | 1 External  | Ensure ramp is clear at all times  | DG/Bouygues        | Ongoing                     |

|                         |   |  |                           |                                   |
|-------------------------|---|--|---------------------------|-----------------------------------|
| Toilets                 | 4 in total. 1 Staff, 1 Girls, 1 Boys & 1 Disabled | Ensure toilets are regularly serviced, check disabled toilets alarm works  | DG/Bouygues               | Ongoing                           |
| Internal signage        | Yes   | None, internal signage reviewed and updated October 2021 half term   | DG                        | Ongoing                           |
| Emergency escape routes | 3 Basement, 2 Ground Floor & 1 First Floor        | <p>Ensure weekly testing continues to be carried out and all fire exits are clear at all times for ground floor and first floor</p> <p>Basement Fire Escape routes currently not accessible/useable. Scheduled building works to commence in Spring Term 2022 will address issues. No staff access other than routine inspections to this area</p> | <p>DG/JS</p> <p>DG/JS</p> | <p>Ongoing</p> <p>August 2022</p> |

