

# Accessibility plan

**September 2020- August 2023**

At Harrow Independent College our values reflect our commitment to a college where there are high expectations of everyone. Students are provided with high quality learning opportunities so that each student attains and achieves all that they are able to.

Everyone in our college is important and included. We promote an ethos of care and trust where every member of our college community feels that they truly belong and are valued. We work hard to ensure there are no invisible students here, recognising everyone's uniqueness and success. We recognise learning in all its forms and are committed to nurturing lifelong learners. We are a safe college, committed to improving students' confidence and self-esteem.

This Accessibility Plan is drawn up in compliance with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010. College Governors are accountable for ensuring the implementation, review and reporting of progress of the Accessibility Plan over a prescribed period.

The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that "colleges or colleges cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation".

According to the Equality Act 2010 a person has a disability if:

- He or she has a physical or mental impairment, and
- The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

The Accessibility Plan is structured to complement and support our college's Equality Objectives, and will similarly be published on our website. We understand that the Local Authority will monitor the college's activity under the Equality Act 2010 (and in particular Schedule 10 regarding Accessibility) and will advise upon the compliance with that duty. Our college is working towards the guidelines set by the Harrow Council. Our members of staff started to regularly get information by the means of online and on-site training by the appropriate team from the Harrow Council.

## **Objectives**

Harrow Independent College is committed to providing an environment that enables full curriculum access that values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability and to developing a culture of inclusion, support and awareness within the college.

The college recognises and values parent's knowledge of their child's disability and its effect on their ability to carry out everyday activities and respects the parent's and child's right to confidentiality.

The HIC Accessibility Plan shows how access is to be improved for disabled pupils, staff and visitors to the college within a given time frame and anticipating the need to make reasonable adjustments to accommodate their needs where practicable.

The Accessibility Plan contains relevant and timely actions to:-

- Increase access to the curriculum for pupils with a physical disability and/or sensory impairments, expanding the curriculum as necessary to ensure that pupils with a disability are as equally prepared for life as the able-bodied pupils; (If the college fails to do this they are in breach of their duties under the Equalities Act 2010); this covers teaching and learning and the wider curriculum of the college such as participation in after-college clubs- e.g. debating club, leisure and cultural activities or colleges visits – it also covers the provision of specialist or auxiliary aids and equipment, which may assist these pupils in accessing the curriculum within a reasonable timeframe;
- Improve and maintain access to the physical environment of the college, adding specialist facilities as necessary – this covers improvements to the physical environment of the college and physical aids to access education within a reasonable timeframe;
- Improve the delivery of written information to pupils, staff, parents and visitors with disabilities; examples might include hand-outs, timetables, textbooks and information about the college and college events; the information should be made available in various preferred formats within a reasonable timeframe.

The HIC Accessibility Plan relates to the key aspects of physical environment, curriculum and written information.

Whole college training will recognise the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act 2010.

This Accessibility Plan should be read in conjunction with the following college policies, strategies and documents:

- Behavior Management Policy (staff and Student)
- Curriculum Policies
- Fire Safety Procedures
- Health & Safety Policy
- Equal Opportunity Policy (Including SEN learners)

The Accessibility Plan for physical accessibility relates to the Access Audit of the College, which remains the responsibility of the governing body. It may not be feasible to undertake all of the works during the life of this accessibility plan and therefore some items will roll forward into subsequent plans. An accessibility audit will be completed by the college prior to the end of each period covering this plan in order to inform the development of a new Accessibility Plan for the ongoing period. Also, the London Borough of Harrow has a policy, 'access to all' and hence the college existing plan is not in breach of the policy. The approval has been granted by the Harrow Council in September 2010 and followed by July 2014 and March 2016.

Equality Impact Assessments will be undertaken as and when college policies are reviewed. The terms of reference for all governors' committees will include the need to consider Equality and Diversity issues as required by the Equality Act 2010.

The Accessibility Plan will be published on the college website.

The Accessibility Plan will be monitored through the Senior Management Team and the Governors.

The Accessibility Plan may be monitored by Ofsted during inspection processes in relation to Schedule 10 of the Equality Act 2010.

Approved: \_\_\_\_\_

Date : \_\_\_\_\_

It is a requirement that the college's accessibility plan is resourced, implemented, reviewed and revised as necessary and reported on annually. Attached is a set of action plans showing how the college will address the priorities identified in the plan.

The priorities for the Accessibility Plan for our college were identified by:

<b>The Governing Body (Interim)</b>	<b>-</b>	<b>Ms. Angela V Hart</b>
<b>Head Teacher/Site Manager</b>	<b>-</b>	<b>Mr. Kandiah Kandeepan</b>
<b>College Management Consultant</b>	<b>-</b>	<b>Mrs. Ritu Tripathy</b>

**A plan of the college buildings showing areas of accessibility is shown below**

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### ACCESSIBILITY PLAN

An Access Audit was carried out by the HT and SMT in January 2017 and September 2020.

**A number of recommendations were made as follows:**

Access Report Ref.	Item	Activity	Timescale	Cost
1.	External Steps -310 entrance	Ramp at the front	1 <sup>st</sup> February 2018	£150.00
2.	Stairs	Changing carpet /Vinyl	July 2019	£1200.00
3.	Wheelchair access to LRC	Positioning the tables such a way that more room for turning	July 2018	£0.00
4.	Fire Exit Door	Remove all the stored items and a cupboard	July 2018	£0.00
5.	Reinforcement to the joist	The noise comes while walking so better to check and repair	July 2018	£200.00

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#### Schedule 21: Action Plan A – Improving Physical Access

Ref	Question	Recommendations	Timescales	Priority	Cost	Date Completed
1.	Corridor	Keep corridors clear from obstructions.	Immediate	High	None	Ongoing
2.	Wheelchair access to main college building	Enable wheelchair users to access the rooms	Immediate	Medium	None	Ongoing
3.	Disabled Toilet	Keep a small vanity unit (lockable) – Storage of cleaning materials and toiletries	July 2018	Low	£200	September 2020

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#### Schedule 22: Action Plan B – Improving Curriculum Access

Ref	Question	Recommendations	Timescale	Priority	Cost	Date Completed
1.	Differentiation in Teaching	SMT to monitor quality of differentiation and provision for SEN pupils.	Summer Term 2020	Medium	SMT to release costs	September 2020
2.	Classrooms are organised to promote the participation and independence of all pupils	Year Head for Inclusion to carry out an audit of resources to ensure that lessons are planned to meet the needs of all pupils in the class.	Summer Term 2020	Low	Possible resource implications where gaps are identified	September 2020
3.	Staff training in the production, implementation and review of Provision maps and IPMs and monitoring systems.	Head teacher for Inclusion to deliver staff training to teaching staff.	Ongoing	High	Not applicable	September 2020
4	Staff training in supporting pupils with SEN – focus on key areas of need within the college: SLCN, SPLD, ASD, Dyspraxia	Head teacher for Inclusion and Specialist TA to deliver training where possible. Identify gaps in knowledge and seek external advice if necessary	Autumn and Spring Term 2020-21	High	CPD for AH and Specialist TA External specialist costs	

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#### Schedule 23 Action Plan C – Improving the Delivery of Written Information

Ref	Question	Recommendations	Timescale	Priority	Cost	Date Completed
1.	Availability of written material in alternative formats when specifically requested	The college will make itself aware of the services available for converting written information into alternative formats.	Ongoing		Not applicable	
2.	Review documentation on website to check accessibility for parents with English as an Additional Language	The college will review formats publicised on college website– particularly for new parents to the college, in order to ensure accessibility for parents with English as an additional language.	Ongoing		Not applicable	