



<b>Review period</b>	Every three years		
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## Accessibility Policy

This Accessibility Plan is drawn up in compliance with current legislation and requirements of the Equality Act 2010.

The Equality Act 2010<sup>1</sup> replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that “schools 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:

- (a) They have a physical or mental impairment, and
- (b) The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

Bridge School Malvern aims to provide an environment that enables full curriculum and/or access for 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 school.

The Bridge Accessibility Plan shows how access is to be maintained and improved for disabled pupils, staff and visitors to the school and anticipates the need to make reasonable adjustments to accommodate their needs where practicable.

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

Whole school debriefs, team meetings, governor meetings and training facilitate the ongoing awareness and learning of staff and governors regarding equality issues, with reference to the Equality Act 2010.

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<sup>1</sup> <https://www.gov.uk/guidance/equality-act-2010-guidance#history>

## **Accessing Site**

Both sites have accessible entrances, this is via the ramp to the main reception or via the doors outside Hawthorn classroom at the Hanley site and at the BBC this is via the large doors beside the manufacturing workshop.

The Hanley site has wheelchair access to the disabled toilet by reception.

## **Curriculum Access**

Both sites use Individual Education Plans to develop bespoke learning journeys that tailor to the individual needs of each pupil, these documents are updated in live time and are accessible to be viewed by all staff so that information is shared and approaches are consistent.

Staff have the resources at their disposal to be able to provide learning via varying mediums to suit the needs of each individual; this includes using printed or written content, the use of digital content, providing access to adaptive technology, providing overlays/coloured paper, having adjustable settings on the pupil chromebooks to allow them to set their own font/screen needs, offering touch screen technology as well as keyboard/trackpad/mouse for computer use, providing access to screen reading software, reading and scribing where required.

Bridge School Malvern also invests in training for staff, ensuring that staff learning needs and specialisms are identified and training implemented as well as regular refresher training opportunities provided to all staff so that our provision continues to offer up to date, relevant and applicable learning, support and opportunities to all pupils.

## **Communication with Parents/Carers**

The school website is kept up to date with current information relating to the school along with the ability to view relevant policies.

Parents/Carers receive weekly communication from staff members, either via email or phone call to keep them updated on how their young person is progressing and any key points from the week. There may be additional contact above and beyond this where necessary.

Parents/Carers are invited to take part in meetings and discussions with staff when making plans and decisions around progression points; this will adopt a pupil centred approach and the school will work in conjunction with the parents/carers and the pupil to offer guidance and support around the options available and the ways in which these may be achievable for each individual.