



Accessibility Plan

Approved by Health and Safety Governors	Date Dec 2019
Next review due by	Dec 2020

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

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 “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 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.

Physical Access – Hanley site

Access Point	Improvement	Activity	Timescale	Cost
Hawthorne	Improve evacuation route through Hawthorne	Link crash bar to central alarm	Summer 2019	£7,000
	To be able to exit Hawthorne without triggering alarm	Insert key pad to fire doors in Hawthorne	Summer 2019	
	To know when alarm is triggered by possible absconding students or genuine fire risk.	To have different alarms depending on the trigger.	Summer 2019	
Whole site	Audibility of alarm across building.	To link both halves of the building to the modern central fire system	Summer 2019	

Physical Access – BBC

Access Point	Improvement	Activity	Timescale	Cost
Entrance to BBC	Ramp for occasional access by wheelchair only.	Permanent ramp to be installed if necessary.	As necessary	£500
Toilets at BBC	Not currently meeting regulations for disabled access.	Adapt existing toilet for disabled access, including sink, rails pull cord.	By spring/summer 2020	£3,000

Curriculum Access – Hanley site

Access point	Improvement	Activity	Timescale	Cost
Individual Education Plans	To be used as live active document accessible to all staff	All IEPs to be updated and included on Hal	Christmas 2019	Deputy Head time allocation
Resources	Increase variety of methods for recording work other than pen and paper	iPads and adapted keyboards available to functional skills staff	Summer 2019	£600
Resources	Improve initial assessment and work allocation for all pupils	Diagnostic and online resource programme required to improve delivery of functional skills	Christmas 2019	£8000
Training	Improve whole school understanding of ASD and SLCN	Identify and train staff to lead in specialisms (ASD and SLCN)	Summer 2020	£700

Curriculum Access – BBC

Access point	Improvement	Activity	Timescale	Cost
IEPs	To be used as live active document accessible to all staff	All IEPs to be updated and included on Google Drive	Summer 2019	None
Resources	Increase variety of methods for recording work other than pen and paper	iPads and adapted keyboards available to functional skills staff	Summer 2019	£600
Resources	Improve initial assessment and work allocation for all pupils	Diagnostic and online resource programme required to improve delivery of functional skills	Christmas 2019	£8000

Communication with parents/carers – Both sites

Access point	Improvement	Activity	Timescale	Cost
School Website	Improve ease of navigation; clear signposting and simple language, ie avoid educational jargon etc	John to access web design and get brief from SLT	Summer 2019 and ongoing.	£200
Communication with parents	Promote website as an additional source of information	When a new site is activated.	To be advised	None
Careers Coach	To improve engagement of parents in decision making for post 16 provision.	<p>Arrange careers evenings for parents/carers of year 11 pupils.</p> <p>Arrange 1-2-1 meetings with parents/carers as necessary</p>	Autumn 2019 Term	None