

Accessibility Plan

St Bernard's Catholic Grammar School

We recognise our duty under the Disability Discrimination Acts of 1995 and 2005 to: "have regard to the need to promote equality of opportunity for disabled persons and eliminate discrimination." This is very much in keeping with our Christian values where we view each person as equal in the sight of God. Our Mission Statement begins: "At St Bernard's School, students are educated in a nurturing community where each person is loved and valued."

Our Experience:

St Bernard's has experience of educating students with visual and hearing impairment. Once we knew these students were to come to us, we adjusted our practices, teaching and environment (for example the installation of a hearing loop) in order to assist these students to make full use of the opportunities offered by our school. As a result, all students have flourished and have been very successful in both their academic and extra-curricular lives. In addition to our students, St Bernard's has recent experience of two teachers with mobility problems. We were able to manage the timetable and rooming of meetings and lessons in order to accommodate their needs so they could continue to perform their roles effectively.

Our Future Plans:

Whilst we do not have other students with physical impairment (we do have students with hearing impairment), we are conscious that we may at some future time admit a physically disabled student or a student with visual or hearing impairment or employ a physically disabled member of staff. In preparation for these eventualities we have put together the following plan. This plan will act as a starting point for future adjustments once a person with disabilities joins our community. The plan used will also depend upon the funding made available and the restrictions placed upon us by our non-purpose build and Grade II listed accommodation.

Short-term adjustments (year 1):

- Use/install ramps where possible (£2000)
- Enlarged Canteen to enable easier access and queuing (£350000)
- Installation of Braille signs or coloured signs appropriate for any student with reduced sight or blindness (£500)
- Timetable lessons for the ground floor (£0)
- Produce materials to aid lesson delivery (£400 per year)
- INSET for teachers to aid lesson delivery (£1000)
- The construction of more disabled toilets. (£25000)
- To update annually records for both staff and pupils in terms of Diabetes, MS etc. to help inform strategy for this plan. (£0)

Medium-term adjustments (year 2-5):

- The repair and maintenance of the lift in the Main Building (£5000)
- Widening of doorways to enable easier wheelchair access (£50000)
- Chair lifts on selected staircases (£25000)
- Devoting a Humanities day to the theme of disability (£4000)

Long-term adjustments (year 6+):

- Lifts attached to 80s, 90s and Bridge to enable upper floor access (£200000)
- Widened corridors in Science and Mathematics (£600000)

Monitoring:

Monitoring of this policy will take place biennially. The provision of the adjustments made will be examined in the context of the needs of the student/staff member with the disability. The views of any disabled member of the school community will be taken into consideration in monitoring and adjusting this plan.

Agreed by Leadership Committee 16th May 2018**Next Review: Summer 2020**