

Accessibility & DDA Policy

Committee	Learning & Progress
Staff Responsible	Head of Inclusion
Adopted	Autumn 2017
Last Review	Autumn 2017
Review Period	3 yearly
Review Date	Autumn 2020

Statement of General Policy

The Disability Discrimination Act (DDA) 1995 requires public bodies, including schools, to actively promote disability equality. Epsom and Ewell High School must have due regard for the need to eliminate unlawful discrimination and promote equal opportunities for disabled people.

Epsom and Ewell High School is acutely aware of its responsibility to promote the elimination of harassment of disabled people, promote positive attitudes and encourage the participation of disabled people in public life. This is reflected in our school vision that every member of our community achieves "success through learning" built on the foundation of a stimulating, exciting, challenging, enriching and inclusive learning environment enabling all learners to reach and exceed their potential. This will be achieved by:

- Creating a solution based workforce that is self-driven by a desire for professional respect and standing
- Establishing a culture of mutual trust and respect between all stakeholders
- Creating a learning community that is professionally challenging
- Creating a self-evaluative and self-reflective environment through the key principles of good manners and professional understanding
- Building pride and passion for our work within a culturally diverse, aesthetic and creative climate
- Building a community that respects the celebration of achievement
- Behaving individually as ambassadors for our work, our achievements and our community within the local, national and international contexts.

The school site presents a number of difficulties for physical access located as it is over a number of levels. Enhanced physical access is facilitated by ramps and handrails where possible; however, there are still some areas of the site that cannot be reached. The school remains a less than optimum location for students, staff and visitors requiring full accessibility assistance. Nevertheless, substantial improvements can be considered the aims of which can be summarised as:

- To improve the physical access for students and adults with disabilities
- To increase the extent to which students with disabilities can participate fully in the curriculum and additional activities
- To address the diverse learning needs of students with respect to the learning environment and educational services

Strategies

Intervention - the plan for accessibility overlaps with activity in other areas of the school such as the Intervention Faculty that facilitates access to the curriculum for all our students including those with SEN and BESD needs.

Curriculum — Epsom and Ewell High School actively promotes positive attitudes to all individuals regardless of race, gender, disability or age through all that we do but specifically through the delivery of the PSHE curriculum.

Inspections - regular inspections of the premises are in place, which include consideration of any matters that are detrimental to health and safety. This will include any accessibility deterioration.

Building Works — as building work and developments of the site are undertaken accessibility will always be considered. This is in line with Surrey County Council's policy that any additions to the school buildings must be fully accessible for students and adults with physical disability or sensory impairment.

Anticipation — consultation is in place with other schools to ensure that individual students with particular needs are identified sufficiently early to enable actions, as far as they can be, to be put in place. This could include class location planning to minimise/eliminate limitations that accessibility restraints might otherwise cause.

Planning — Any new buildings would be constructed to facilitate easy access for all.

P h y s i c a l Planning

Stairs

The school has a considerable number of stairs at frequent intervals. Some parts of the existing school building are limited by stair access and in these cases the installation of lifts is not feasible. In these situations curriculum resources and rooms available are such that thoughtful allocation of the accessible rooms on the timetable will facilitate access.

A number of ramps exist around the site to allow wheelchair access to some areas of the school but access remains restricted to many areas. In these areas the space available is insufficient to easily construct additional ramps.

Lighting

Existing classrooms do not always meet the standard required for those with visual impairment. Where refurbishment work is planned lighting is replaced as part of the work wherever possible.

Doors

Generally door widths are not large enough to accommodate wheelchair users and swings doors to facilitate fire prevention may be hazardous. It is not possible to enable wider access to wheelchair users without major rebuilding of the existing school building and this level of capital investment would be the responsibility of Surrey County Council and the Building Schools for the Future programme.

Corridors

Generally corridors are not wide enough to safely accommodate wheelchair users. It is not possible to enable wider access to wheelchair users without major rebuilding of the existing school building and this level of capital investment would be the responsibility of Surrey County Council and the Building Schools for the Future programme. Wheelchair users are permitted to leave lessons a few minutes early to protect both them and other students.

Toilet Facilities

Disabled toilet facilities are available.

Travel Arrangements

There is one disabled parking space allocated in the main car park.

Equipment

Some specialised equipment is available within the school but as this is specific to individual need; cost makes it inappropriate to hold stocks of such equipment. The school will obtain appropriate equipment as required this may include:

- Special desks/chairs
- Computer equipment/software
- Science and technology equipment

Audits

To ensure that Epsom and Ewell High School continues to move in the right direction annual audits should be undertaken by the Health and Safety Officer — business and progress reported to the premises committee of the governing body. The nature of the school site is such that Epsom and Ewell High School is unlikely to be an optimum school with regard to accessibility. However, considerable improvements can be achieved.