



Accessibility Policy and Plan

Statement of intent

Norton College is committed to taking all steps to avoid placing anyone at a substantial disadvantage and therefore works closely with students with disabilities, their families and any relevant outside agencies in order to remove any potential barriers to their learning experience.

The college is active in promoting an inclusive positive environment by ensuring that every student is given equal opportunity to develop socially, to learn, and to enjoy College life. The College continually looks for ways to improve accessibility within the College.

This policy is implemented at all times and adhered to by all staff member, student, parent/carers and visitors.

Approved by: Ian McCrudden Date: 01/09/2020

Chair of Directors Edward Morris Date: 01/09/2020

Review Date: 01.09.2021

1. Legal Framework

1.1 This policy has due regard to statutory legislation including, but not limited to, the following:

- United Nations Convention on the Rights of the Child
- United Nations Convention on the Rights of Persons with Disabilities
- Human Rights Act 1998
- Special Educational Needs Regulations 2014
- Education and Inspection Act 2006
- Equality Act 2010
- Equality Act 2010 (Specific Duties) Regulations 2011

1.2 This policy has due regard to national guidance including, but not limited to, the following:

- 'The Equality Act 2010 and Colleges', DFE (2014)

1.3 This policy will be used in conjunction with relevant College policies and procedures.

2. Definition

2.1 A person is defined as having a disability if they have a physical or mental impairment that has an adverse, substantial and long term effect on their ability to carry out normal day to day activities.

2.2 The effect of the Equality Act 2010 means that Colleges cannot unlawfully discriminate against students because of sex, race, disability, sexual orientation, religion or belief.

3. Roles and responsibilities

3.1 Staff members will act in accordance with the College's Accessibility Policy and Accessibility Plan at all times.

3.2 All staff members are responsible for ensuring that their actions do not discriminate against any student, parent/carer or colleague.

3.3 The Acting Head of School will ensure that staff members are aware of individual students' disabilities or medical conditions where necessary.

3.4 During a new student's induction at Norton College, the Acting Head of School will establish whether the student has any disabilities or medical conditions which the College should be aware of.

3.5 The headteacher is responsible for consulting with relevant and reputable experts if challenging situations regarding pupils with disabilities are experienced

3.6 Designated staff members will be trained to effectively support pupils with medical conditions, such as understanding how to administer insulin.

4. Equal opportunities

4.1 Norton College strives to ensure that all existing and potential pupils are given the same opportunities.

4.2 Norton College is committed to developing a culture of inclusion support and awareness.

4.3 Staff members will be aware of any pupils who are at a substantial disadvantage and will take the appropriate steps to ensure the pupil is effectively supported.

5. Admissions

5.1 Norton College will act in accordance with the Admissions Policy

5.2 The College will apply the same entry criteria to all pupils and potential pupils.

5.3 Norton College will strive to not put any pupil at a substantial disadvantage by making reasonable adjustments prior to the pupil starting at the College

6. Curriculum to providing a healthy

6.1 Norton College is committed and environment that enables full curriculum access, which values includes all pupils regardless of their education, physical, sensory, social, spiritual and emotional needs.

6.2 No pupil is excluded from any aspect of the College curriculum due to their disabilities or impairments.

6.3 Physical education lessons will be adapted, wherever possible, to allow pupils with disabilities to participate in lessons.

6.4 Specialist resources will be made available for pupils with visual impairments, such a large print reading books.

7. Physical environment

7.1 Norton College is committed to ensuring that all pupils, staff members, parents/ carers and visitors have equal access to areas and facilities within the College premises

7.2 There are no parts of Norton College to which pupils with disabilities have limited or no access to.

7.3 The College has toilet facilities suitable for people with disabilities which are fitted with a handrail and an emergency pull cord.

7.4 There are provisions for nappy changing.

- 7.5 Where entrances to the College are not flat, a ramp is supplied for access
- 7.6 Wide doors are fitted throughout the College to allow for wheelchair access
- 7.7 The corridor flooring and lighting is designed to support those who are visually impaired

8. Monitoring and review when new

8.1 This policy will be reviewed on an annual basis or and disability is published legislation/ guidance concerning equality

9. Accessibility Plan

9.1. There are currently no concerns or issues that require an accessibility plan.

Planning duty 1: Physical Environment

	Issue	What	Who	When	Outcome	Review
Short term						
Medium term						
Long term						

Planning duty 2: Curriculum

	Issue	What	Who	When	Outcome criteria	Review
Short term						
Medium term						
Long term						

Planning duty 3: Information

	Issue	What	Who	When	Outcome criteria	Review
Short term						
Medium term						
Long term						