



Accessibility Plan

This Accessibility Plan is drawn up in compliance with current legislation and requirements of the Equality 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) He or she has 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 Training and Development (BTD) 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 BTD 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 BTD Accessibility Plan relates to the key aspects of 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.

Attached is a plan to improve of accessibility with action points as necessary.

A plan of the school buildings showing areas of accessibility is attached.

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 triggered by possible absconding students or genuine fire risk. | To have different alarms depending on 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 |
|--------------|--|--|----------------|-----------------------------|
| IEPs | 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 method 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 GoogleDrive | Summer 2019 | None |
| Resources | Increase variety of method 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 education 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 new site activated. | To be advised | None |
| Careers | To improve engagement of parents in decision making for post 16 provision. | Arrange careers evenings for parents/carers of year 11 pupils. Arrange 1-2-1 meetings with parents/carers as necessary | Autumn 2019 Term | None |