

Bedales Schools' Disability Policy & Accessibility Plan

INCLUDING EYFS

Implementation date: Autumn Term 2010
 Date/term of last review: Autumn Term 2021

Author	Chair of Bedales Schools' Disability Committee
Review body (individual or group)	Bursar/Disability Committee
Approval Body	Board of Governors
ISI Regulatory Paragraph Number	Part 3 - 0
Next Review Period	Autumn Term 2022

Tick relevant box(es) ✓ how this Policy should appear:

Inspector Folder		✓
Website	Upload	✓
	Signpost	
Internal only		
Parent Portal		
For Pupils/Students		

Bedales Schools' Disability Policy and Accessibility Plan

Bedales Schools Disability Policy (updated 2020)

Bedales Schools comply with the requirements of the Equality Act (2010):

- Not to treat disabled pupils less favourably
- To make reasonable adjustments to ensure disabled pupils are not at a substantial disadvantage
- To draw up plans to show how, over time, Bedales Schools will increase access to education for disabled pupils (see Accessibility Plan)
- To comply with the Equality Act
- To prepare, publish, implement and report on an Accessibility Plan.

Admissions

We are a selective school and we welcome all students who can make the most of the opportunities we offer and flourish in the caring environment of Bedales Schools. Admission to the school depends upon a prospective pupil meeting the admissions criteria and the school must also feel reasonably sure that it will be able to educate and develop the prospective pupil to the best of his or her potential and in line with the general standards achieved by the pupil's peers. This is so that there is every chance that he/she will have a complete, happy and successful school career and emerge a confident, well-educated and well-rounded adult with a good prospect of a satisfying life. These criteria must continue to be met throughout the pupil's time at the school.

The school's policy is to apply these criteria to all pupils and potential pupils regardless of any disability of which it is aware, subject to its obligation to make "reasonable adjustments" under the Equality Act.

The school asks parents to complete a disability form for prospective pupils at the time of application. In assessing any pupil or prospective pupil the school may take such advice and require such assessments as it regards appropriate. Subject to this, the school will be sensitive to any requests for confidentiality. The school cannot guarantee to make provision for the disability of a pupil if that disability has not been disclosed on the appropriate form. We advise parents of children with physical disabilities, or hearing or visual impairments, to discuss their child's requirements with Bedales Schools before he/she sits the entrance examination so that we can make adequate provision. Parents should provide a copy of an appropriate specialist report, such as a medical report, or psychological report to support any request for exam access arrangements.

Physical accessibility

One of the main problems the school has (in common with many other schools) is its layout, which covers a wide area and consists of many separate and some historic and even listed buildings of several storeys and without lifts. Another is the system, again common to many schools, of having fixed classrooms for each subject, based on the valid grounds of having all the facilities for one subject in one place. This requires pupils to go from classroom to classroom, often up steps or stairs in buildings without lifts.

The boarding facilities pose similar difficulties to a greater degree. It is not hard to conclude that any pupil with impaired mobility may be put at a disadvantage by these challenges, if not prohibited altogether from access to some of the educational and other facilities the school offers. Nor can these matters be remedied in any substantial way by reasonable adjustments short of making major alterations to physical features of the school at prohibitive cost. Recently, significant alterations have improved physical access to some of the boarding facilities, and Bedales Schools are committed to a programme of continuous improvement, but the fruition of long-term plans can only go some way to ameliorate the position. It must also be understood

that the acceptance of a place for entry at Dunannie (Bedales pre-prep school), where the majority of facilities are accessible on one floor level, does not necessarily mean that provision can be made at Dunhurst (Bedales prep school) or at Bedales senior school.

Parents and prospective parents of students with disabilities may wish to obtain copies of Bedales Schools' Accessibility Plan from the web site. This shows the ways in which we plan to make our buildings progressively more accessible to disabled children, parents and visitors. Bedales Schools have an active monitoring policy and will do its best to make adjustments to take account of an individual pupil's needs within the constraints imposed by its historic buildings on a scattered site. As our buildings are upgraded we are introducing facilities for wheelchair users and hearing loops where this is practicable.

The School will take every care in anticipating the needs of an individual by making reasonable adjustments. The School has a Disability Policy Review Committee (DPRC) which is chaired by the Head of Learning Support, Bedales School, and includes the Bursar, Head of Estates and Facilities and Learning/Academic Support representatives from the Three Schools and may co-opt additional members whose expertise in any field would be of assistance.

The Disability Policy Review Committee meets to:

- Review the school's policies, procedures and facilities as they are likely to affect pupils and prospective pupils who are disabled;
- Make recommendations with a view to improving the accessibility of education in its many aspects to pupils or prospective pupils with disabilities by means of reasonable adjustments and by planning for the future;
- Review and update the Disability Policy and Accessibility Plan at least every year.

The Health Centre

Bedales Schools have a modern, fully staffed Health Centre which is open during School Hours so that qualified help can be summoned immediately. At other times each boarding house has a qualified matron on duty. The school doctors hold 2 surgeries a week at Bedales; appointments can be made at other times at the Swan Surgery in Petersfield. The Health Centre team is always happy to discuss any pupil's health problems, as well as the management of any medical condition, with parents.

Staff Training

Our teaching staff receive training on the learning needs of pupils with special education needs and disabilities. Teaching and support staff receive training about working with disabled pupils when appropriate.

Bedales Schools Accessibility Plan

Bedales Schools comply with the Equality Act 2010 in making every effort to increase accessibility for disabled pupils. The Accessibility Plan (below) has been written in order to support the School's efforts to fulfil this aim as part of this duty.

Bedales Schools aims to increase accessibility for all disabled people who use our facilities:

Young people and adults, as pupils, employees, governors, parents, carers and other members of the community who might use school premises for leisure or other activities.

How we do this is recorded in a number of policies including:

- Disability Policy
- Learning Support Policy (Bedales) SEN Policy (Dunhurst/Dunannie)
- Bullying Policy

- Medical Policy
- Employment Policy

The first three documents describe Bedales School's policy for promoting equal opportunities for disabled pupils and pupils with learning difficulties; the fourth policy includes provision for pupils with medical needs. The fifth policy relates to staff employed by Bedales.

The Accessibility Plan is a practical tool for implementing the Schools' policies to give access to disabled pupils and to pupils with learning difficulties. It is therefore an important adjunct to the Bedales Schools' Disability Policy and is linked to our provision for Special Educational Needs and Disabilities policies, which identify how we support pupils with disabilities in each school and how they access the curriculum. The accessibility plan identifies the actions Bedales Schools is taking to promote:

- Increasing access for disabled people to the school curriculum.
- Improving access to the physical environment of schools.
- Improving the delivery of information to disabled people.

As of September 2021, Bedales has no students with Statements or Education Health and Care Plans (EHCPs). There are 97 students having individual support for special educational needs and disabilities and approximately 100 others being monitored. The predominant area of need at Bedales is Cognition and Learning, with other areas of need being Communication and Interaction, Sensory and/or Physical difficulties and Social, Emotional and Mental Health Difficulties.

At Dunhurst there are three pupils with an EHCP. There are 10 pupils being monitored, and 47 students having Learning Support. The predominant area of need is Cognition and Learning (Dyslexia/Dyspraxia) with other areas of need being Social, Emotional and Communication Difficulties (ASD) ADHD, and Physical difficulties (2 students with Visual/Hearing Impairment).

At Dunannie there are no students with Statements or EHCPs. There are 11 children being monitored, 13 children having small group intervention and 5 children having one to one support. The predominant area of need at Dunannie is Communication and Language (Speech, Language and Communication) with other areas of need being Cognition and Learning, (Literacy and Maths), Social, Emotional difficulties and Sensory Needs.

Outline Accessibility Plan for Bedales School
Action Plan 2021-2024

Item	Reason	Responsibility	Priority Status L/M/H	Current Status	Target Date	Comments Oct 2021
Site inspection to review physical access to all existing buildings	to ensure safety and accessibility for all to inform decision re further items to be included in this 3-year plan.	Head of Estates and Facilities in collaboration with Health & Safety Manager	High	New item	Easter 2022	
Improvement of steps at Dunhurst	to ensure safety and accessibility for all, and in particular for those with a visual impairment.	Head of Estates and Facilities in collaboration with Health & Safety Manager	High	Item C/F from previous plan	Dec 2021	
Provide ramp access at Dunhurst where necessary	to ensure safety and accessibility and especially to The Well	Head of Estates and Facilities in collaboration with Health & Safety Manager	High	Item C/F from previous plan	Sept 2022	
Review and update maps	To ensure everyone has reference to an up to date, clearly labelled map of the site.	Facilities	High	New item	Nov 2021	

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Item	Reason	Responsibility	Priority Status L/M/H	Current Status	Target Date	Comments Oct 2021
Fit/service hearing loops to SLT, Theatre, Main Reception, Dunhurst, Dunannie Reception and Quad	To provide a quality experience for those with impaired hearing	Head of Estates and Facilities	Medium	C/F Fitted in the Quad, Orchard, Dunhurst and Dunannie - last service 2017 - chase up		
Provide ramp entrance to old Drama Studio	The current ramp is steep owing to the location of the entrance but can be improved to provide a better gradient and a different final location	Head of School Bursar Head of Estates and Facilities	Medium	C/F Include proper ramp access in refurbishment of building	Sept 2023	A more significant refurbishment of this building is planned and this would address access
Install a ramp at entrance to Bedales music block	To allow unobstructed access to all music areas	Bursar Head of Estates and Facilities	High	C/F. Reviewed Oct 19 and can do		

APPENDIX Outline Accessibility Plan for Bedales School Action Plan 2019 – 2021

Reviewed and ended October 2021. Items ongoing carried forward

Item	Reason	Responsibility	Priority Status L/M/H	Current Status	Target Date	Comments Oct 2021
Review Physical Access to all existing buildings	To ensure access and egress has been considered to all of our buildings and a plan developed to improve the accessibility where practical to do so and a timeline for these improvements	Head of Estates and Facilities	High	Completed 2019	Next review 2021	C/F to establish items for new AP.
Bedales – Provide a wheelchair access to the Memorial Library	To enable suitable access to The Grade I Listed Memorial Library.	Head of Estates and Facilities	High	Costs sought for step lifts.	Summer 2021	Cost remains prohibitive and project infeasible without adversely affecting the building.
Review external signage across the Three Schools	To provide clear direction around the campus avoiding unsuitable areas	Head of School Bursar SEN team	High	Progressing well	Summer 2020	Complete.
Review and update maps showing Accessibility routes around the Estate	Sign in reception and map detailing disabled facilities and access	Facilities	High	Maps obtained to distribute to receptions	Oct 2019	C/F Major changes have taken place. New map to be created and issued.

Item	Reason	Responsibility	Priority Status L/M/H	Current Status	Target Date	Comments Oct 2021
Fit suitable hearing loops to SLT, Theatre, Main Reception, Dunhurst, Dunannie Reception and Quad	To provide a superb experience for those with impaired hearing	Head of Estates and Facilities	Medium	Fitted in the Quad, Orchard, Dunhurst and Dunannie - last service 2017 - chase up	Autumn 2019	Review need. C/F if necessary.
Review Ramp entrance to Drama	The current ramp is steep but can be improved to provide a better gradient and a different final location	Head of School Bursar Head of Estates and Facilities	Medium	To cost new entrance to LH side	Sept 2021	C/F & include in work to refurbish entire building.
Install a new path from the Dining Hall Pergola to the existing tarmac path	The pergola deck has been installed in such a way to provide external eating space and now requires a suitable path down to the existing path	Head of School Bursar Head of Estates and Facilities	Medium	Reviewed Oct 19 and deemed as not required	Oct 2020	Completed.
Refurbishment of the Old Art and Design buildings	The new development has opened allowing the full refurbishment of the old buildings which will include improved access	Full Design Team	High	Ongoing with phase 3 - Ground floor facilities are accessible	Sept 2020	Completed
Install ramp access to the rear of boys flat	At present the rear fire exit doors open onto an unmade path which should be adapted to form a ramp from the building to the existing roadway	Head of School Bursar Head of Estates and Facilities	Medium	Brick ramp installed - 1st flr at rear is grd flr at front - 2 dorms and Dis toilet/shower is accessible	*	Completed 2019

Item	Reason	Responsibility	Priority Status L/M/H	Current Status	Target Date	Comments Oct 2021
Fit new shower in Disabled Toilet facilities in Boys Flat	This will enable use by disabled people of two dorms on ground floor of Boys Flat	Bursar	High	Shower needs fitting properly		Completed 2019
Install platform lifts to Boys Flat	To increase the flexibility of this building	Bursar Head of Estates and Facilities	Low	Reviewed Oct 19 and deemed as not required	see above * Not required	Good access from front of building
Install a ramp at entrance to Bedales music block	To allow unobstructed access to all music areas	Bursar Head of Estates and Facilities	High	Reviewed Oct 19 and can do	Sept 2021	C/F
Creation of guidelines/plan for Parents meetings and other whole school meetings to those with physical disability	To ensure that suitable locations are discussed prior to being chosen and to ensure parents/visitors with physical disabilities being able to partake in meetings	Head of School Dunhurst/Dunannie Events Lead	High	Ongoing	Summer 2020	Completed. This item covered under ticking and risk asmt docs.
To expedite work on improving access at Dunhurst and Dunannie following the reviews carried out	To enable greater accessibility in a challenging site	Head of Estates and Facilities in collaboration with the Health & Safety Manager	High	3rd Party survey analysed with access to the Well and dining areas discussed as priority	Summer 2021	Quote obtained for rear path from PE office exit to lower Dunhurst corridor P Smith