

Three Schools Disability Policy and Accessibility Plan

INCLUDING EYFS

Implementation Date	December 2010
Date/term of last review	Autumn 2018
Author	Chair of 3 Schools Disability Committee
Review body (individual or group)	Bursar/Disability Committee
Approval Body	Board of Governors
ISI Regulatory Paragraph Number	Part 3 - O
Next Review Period	Autumn 2019

Tick which category this document refers to:

ISI requirement to be made available	
ISI requirement to be on website	✓
Website	
Internal only	

Bedales Schools Disability Policy (updated 2018)**Bedales Schools comply with the requirements of the Equality Act (2010):**

- Not to treat disabled pupils less favorably
- 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 obvious problems which 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 in 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 services of a Disability Access Consultant are to be engaged and the DPRC will continue to work to achieve the points above in the light of their recommendations. The 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 Medical Centre

Bedales Schools have a modern, fully staffed medical 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 Medical 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 receives training on the learning need 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 and 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 and is therefore an important adjunct to the Bedales Schools' Disability Policy. The 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 2018, Bedales has no students with Statements or Education Health and Care Plans (EHCPs). There are 69 students being monitored, and 110 students having individual support for special educational needs and disabilities. The predominant area of need at Bedales is Cognition and Learning (171 students), with other areas of need being Communication and Interaction (8 students), Sensory and/or Physical difficulties (7 students) and Social, Emotional and Mental Health Difficulties (2 students).

At Dunhurst there are no pupils with Statements or EHCPs. There are 27 students being monitored and 53 students having individual support. The predominant area of need is Cognition and Learning (76 students), with other areas of need being Communication and Interaction (3 students) and Social, Emotional and Mental Health Difficulties (1 student).

At Dunannie there are no students with Statements or EHCPs. There are 5 children being monitored, 15 children having individual support and 3 children are receiving support with an outside professional. The predominant area of need at Dunannie is Cognition and Learning (16 children), with other areas of need being Communication and Interaction (4 children), Social, emotional and Mental Health Difficulties (3 children) and Sensory and/or Physical difficulties (1 child).

Outline Accessibility Plan for Bedales School
Action Plan 2018 – 2021 Reviewed and updated October 2018

Item	Reason	Responsibility	Priority Status L/M/H	Current Status	Target Date	Date Completed
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 2016	Next Review 2019	
Bedales – Provide a wheelchair access to the Memorial Library	To enable suitable access to our Grade I Listed Memorial Library.	Head of Estates and Facilities	High	Architects appointed	Summer 2021	
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	
Item	Reason	Responsibility	Priority Status L/M/H	Current Status	Target Date	Date Completed
Review and update maps showing	Sign in reception and map detailing disabled facilities and access	Facilities	High	Under review	Summer 2019	

Accessibility routes around the Estate						
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	Most Fitted – Quad still to do, currently hire a portable when necessary.	Summer 2020	
Review Ramp entrance to Drama	The current ramp is steep and can be improved to provide a better gradient and a different final location	Head of School Bursar Head of Estates and Facilities	Medium	On hold. Building use under review.	September 2020	
Install a new path from the Pergola to the existing tarmacadam path	The pergola deck has been installed in such a way to provide external eating space and now requires a suitable path from the pergola to the existing path	Head of School Bursar Head of Estates and Facilities	Medium	Ongoing	School year 2019/20	
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	Architects appointed and scheme being discussed.	Commence on site March 2017 Completion 2019/20	
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	Area outside fire doors at rear of Boys Flat has been paved, but no ramps have been installed.	School year 2018/19	
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.	2018/19	

Install platform lifts to Boys Flat	To increase the flexibility of this building	Bursar Head of Estates and Facilities	Low	Yet to be reviewed	Summer 2019	
Install an entrance ramp to Bedales music block	To allow unobstructed access to all music areas	Bursar Head of Estates and Facilities	High	To be reviewed	School year 2018/19	

Outline Accessibility Plan for Dunhurst School 2018 – 2021

Item	Reason	Responsibility	Priority Status L/M/H	Current Status	Target Date	Date Completed
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 with relevant teaching staff at Dunhurst	Head of School Dunhurst/Dunannie Events Lead	High	Ongoing	Summer 2019	
To undertake a thorough review to determine which areas of Dunhurst and Dunannie could be adapted to improve access and how, and to prioritise each area for attention	To expedite work on improving access at Dunhurst and Dunannie	Health & Safety & Compliance Manager	High	Not yet started	Summer 2019	

Outline Accessibility Plan for Dunannie School 2018 – 2021

Item	Reason	Responsibility	Priority Status L/M/H	Current Status	Target Date	Date Completed
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 with relevant teaching staff at Dunannie	Head of School Dunhurst/Dunannie Events Lead	High	Ongoing	Summer 2019	
To undertake a thorough review to determine which areas of Dunhurst and Dunannie could be adapted to improve access and how, and to prioritise each area for attention	To expedite work on improving access at Dunhurst and Dunannie	Health & Safety & Compliance Manager	High	Not yet started	Summer 2019	