

ACCESSIBILITY PLAN 2025 - 2028

Website: www.beechwoodpark.com

Policy Number:	BWPS - 004
Policy Applicable To:	Whole School – including EYFS
Policy Revised By:	Anne-Marie Ridler
Last Review Date:	January 2025
SLT Reviewed Date:	January 2025
Governors Reviewed Date:	February 2025
Next Review Date:	January 2026

OVERVIEW

Equality and accessibility lie right at the heart of our educational culture; they are a state of mind at Beechwood Park which go beyond policy and procedure.

Definition of disability

A child or young person is disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities (as defined by the Equality Act 2010).

Scope of the plan

The School's Accessibility Plan contains relevant actions to:

- Increase the extent to which disabled pupils can participate in the School's curriculum,
- Improve the School's physical environment for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and benefits, facilities or services provided or offered by the School, and
- Improve the delivery to disabled pupils of information which is readily accessible to pupils who are not disabled.

The Senior Leadership Team (SLT):

1. Annually reviews the School's policies, procedures and facilities in the light of the needs of disabled pupils and disabled prospective pupils, and in particular the updates this Accessibility Plan as required and at least annually.
2. Makes recommendations with a view to improving the accessibility of its education in many aspects to pupils or prospective pupils with disabilities by means of reasonable adjustments and by planning for the future.
3. Reviews the School's Learning Support and Equality policies.

The SLT consider the following when developing and reviewing the plan:

- Admissions
- Attainment
- Attendance
- Exclusions
- Education
- Extra-curricular activities
- Governing body representation
- Physical school environment
- Selection and recruitment of staff
- Sporting education and activities
- Staff training
- Welfare

Consultation

The SLT have taken into consideration the views of staff, governors, pupils, visitors and parents to ascertain understanding disability and accessibility priorities for our pupils, staff, parents, governors and visitors with SEN and/or disabilities.

The School consults staff with responsibility for the induction arrangements for new pupils to ensure that it recognises the particular needs of disabled pupils in advance, so that suitable staff training is provided and that any modifications to the curriculum or premises are in place before the arrival of the new pupils.

How the plan is reviewed and monitored

The SLT reviews the plan and tables it and any associated policies annually before tabling it for the Full Governing Body (through the Finance and General Purposes Committee). The Chief Operating Officer allocates costings to the various aspects of the plan, together with clear timeframes for completion.

The Chief Operating Officer provides a full report to the Governing Body and identifies which measures are complete and which are outstanding. The Governing Body formally reviews the implementation of the plan which the Chief Operating Officer updates with adjusted timeframes.

The School's governors are ultimately responsible for ensuring the implementation of the Accessibility Plan during the period to which it relates. The Chief Operating Officer will redraft a brand new plan every three years.

The plan should be read in conjunction with the BWPS Admissions, Learning Support and Equality Policies.

Achievements of previous accessibility plans

Over the past five years the school has made several improvements to accessibility including:

- Installing ramps in the North Corridor, South Courtyard, and Loading Bay to facilitate wheelchair and buggy access.
- Installing Evac Chairs to enable wheelchair users to safely evacuate upstairs areas.
- Refurbishing the DT classroom, including a height adjustable workbench.
- Installing visibility strips on stairs across the site to improve accessibility for people with visual impairments.
- Upgrading paths around the site to ensure smoother travel surfaces.
- Engaging additional sports activity providers to ensure suitable provision for all.
- Training sessions on equality, diversity and inclusion, and on learning support topics.
- Appointing a specialist learning support TA to join two full time learning support teachers.

Improving access to the physical environment

	Targets	Action and Resource Required	Timescale	Responsibility	Evidence of Implementation
Short Term	Institute a peer support scheme for pupils with mobility needs.	Selection and training of appropriate pupil(s)	As required	DH(P)	Nomination of pupil(s)
	Ensure all new furniture and equipment is selected with accessibility requirements in mind.	Consider during procurement.	As required	Purchasing	Delivery of appropriate equipment:-
	Improve classroom lighting and decoration.	Ongoing refurbishment.	2015 - 2025	Maintenance	Completion
	Improve acoustics in classrooms.	Soundproofing.	As required	Maintenance	Completion
	Wheelchair accessible transport.	Replace on expiry of lease.	2025	Head of Operations	New vehicle acquired.
Medium Term	Review provision of internal and external ramps.	Review provision. Add ramps: - outside Music Dept - outside loading bay	As required 2023 2024	Chief Operating Officer	
	Replace matting and carpets with more appropriate types.	Replacement programme.	2025	Maintenance	Completion.
	External lighting.	Review.	2024	Maintenance	2024: replaced external lighting to car parks and added additional external lighting to Nursery
	Upgrade footpaths and other external routes	Resurface as required.	2017 - 2027	Maintenance	Completion.

	Improve accessibility to Boarding	Investigate lift access to first floor of Main House	Summer 2025	Maintenance	Investigation commenced February 2023
Long Term	Disabled toilets in Pre-Prep School (Rec-Y2 building).	Include in rebuild.	2028	Chief Operating Officer	Project completion
	Provide communication means for disabled visitors.	External intercom system.	2026	Chief Operating Officer	Completion
	Investigate the use and installation of portable hearing loops.	Conduct a survey to identify needs. Obtain estimates and conduct feasibility survey.	2026	Health and Safety Committee	Report to Chief Operating Officer
	Provide access to the swimming pool for physically disabled persons.	Hoist.	2027	Chief Operating Officer	Installation

Improving access to the curriculum

	Targets	Action and Resource Required	Timescale	Responsibility	Evidence of Impact / Outcomes
Short Term	Ensure schemes of work are accessible to pupils with disabilities	Annual review	Ongoing	DH(A)/HoDs/LS Dept	Schemes of Work
	Modify lessons to meet the needsof individual disabled pupils.	Review lesson formats. Purchase resources as necessary.	As required	Teachers	Modified lessons
	Consider developing curriculum audits to ensure they do not inadvertently discriminate against pupils with a disability or SEN.	Annual review.	Ongoing	DH(A)	LS report
	Improve range of skills and experience available within the School better to assess and provide for the needs of pupils with disabilities and learning difficulties.	Audit and training or employment of specialist staff.	Sept 2020-26	DH(A)/LS Dept	Pupils more able toaccess curriculum regardless of their learning difficultiesand disabilities.
MediumTerm	ICT provision for Learning Support.	Appropriate hardware and software.	Ongoing	LS Dept/IT Committee	Recommendations for future procurement.
	Provide aids to enable visually impaired pupils to participate fully in lessons	Increase font size, screenmagnifier software etc	2025	Teachers/IT Committee	Provision e.g. trialling Surface Pro screen mirror for LN in Year 2, 2024-25
	Increased teaching staff awarenessof needs of disabled pupils.	Training.	Ongoing	LS Dept	Termly training sessions
	Provision of a scribe to assist in lessons and exams.	Teaching assistant	As required	DH(A)	Provision

Long Term	Assess the feasibility of widening the range of specific disabilities which can be catered for.	Research of specific conditions and training required.	2026	DLD/LS Dept	Study Report.
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Improving access to information

	Targets	Action and Resource Required	Timescale	Responsibility	Evidence of Impact / Outcomes
Short Term	Ethos of whole School community to be developed to ensure all pupils feel welcome and valued.	Training of staff and pupils	Ongoing	DH(P) / EDI Committee	Culture change
	Accessible documentation for parents and prospective parents.	Where feasible provide documents in forms accessible to those with disabilities.	Ongoing	Head of Marketing	Provision of appropriate documents.
	Accessible website.	Ensure website accessible to those with disabilities.	Sept 2025	Head of Marketing	New website September 2025
Medium Term	Better communication with disabled pupils.	Train staff in appropriate procedures.	Ongoing	LS Dept	Improved delivery of teaching and learning.
	Better communication with parents of pupils with disabilities.	Train staff in appropriate procedures.	Ongoing	LS Dept	Better communication.
	Better communication with disabled parents.	Train staff in appropriate procedures. Investigate communication systems.	As required	DH(P)/IT Committee	Better communication.
	Provision of improving communication for pupils with hearing difficulties.	Specialist equipment e.g. speaking devices, microphones. Use of hand signals.	As required	LS Dept/ Purchasing	Equipment and/or training.
	Accessible documentation for pupils (e.g. exam papers)	Develop/provide as required.	As required	LS Dept	Accessible documentation.
	Signage	Enhance signage for disabled persons as required.	As required	Head of Marketing	Accessible signage.
Long Term	Install hearing loops in all buildings.	Feasibility study and possible inclusion in development plans.	2028	Chief Operating Officer	Study report.