

THOMAS MILLS HIGH SCHOOL

**Accessibility Plan**

**Vision Statement**

***We, the staff and governors, aspire  
to ensure that all our students,  
irrespective of ability  
and regardless of anyone's doubts,  
achieve their potential in full;  
and we aspire in this way to make Thomas Mills High School  
the best in the country.***

**Context**

This plan seeks to address the statutory requirements of the Equality Act 2010 (which replaces the Disability Discrimination Act 1995) and to further the aims of our Vision Statement by:

*Continuing to improve all aspects of the physical environment of the school site and other resources so that all disabled pupils can take full advantage of the education and associated opportunities provided by the School.*

**Definition (Equality Act 2010)**

“A person has a disability if he or she has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day to day activities”

**School developments:**

Accessibility is considered in all school developments and refurbishments. For example, recent grant applications to refurbish toilet facilities aim to provide not only improved disabled facilities but also a number of ambulant disabled cubicles within traditional toilet blocks.

**Maintenance and renewal:**

To ensure that these developments do not fall into disrepair all improvements made under this Accessibility Plan will be built into the regular checks of the Site Supervisor and Academy Business Manager.

**Individual needs:**

Priorities set out in this plan may change to accommodate the changing needs of individuals, as advised by the Head of Learning Support (for pupils) and line managers (for staff).

**Specific priorities include:**

- To source funding to renew the Passenger Lifts.
- Service and review of enhanced fire alarm system for students with impaired hearing.
- To review the allocation, availability and state of repair of disabled car parking bays on site.
- To review the School's responsibilities in this area under the new provisions of the Equality Act (2010).

**In addition to these priorities the school will:**

- Consider making relevant switches, alarm buttons and door handles at wheelchair height.
- Provide ongoing training for the use of the Evac chairs on site.
- Consider the provision of induction loops in the reception area.

**Curriculum delivery:**

The School's Vision Statement and SEN Policy make clear the School's approach to the delivery of the curriculum. The School actively seeks the support and advice of all relevant services to ensure the curriculum is accessible to all students. Relevant modifications to the delivery of the curriculum are negotiated on an individual basis as required.

**Associated policies and plans**

This plan should be read in conjunction with other relevant documents including:

- Equality of Opportunity Policy.
- Special Educational Needs Policy.
- Common Curriculum Policy.
- School Evaluation and Development Plans.

**Review and Evaluation:**

This plan has the status of a policy of the Governing Body and will be reviewed annually in accordance with the *Handbook of Governance*.

It is monitored and evaluated by the Academy Business Manager who reports on progress made to the Premises Committee of the Governing Body.