

Accessibility Policy
Version / approved by Governors: November 2017
Manager: Mr Barrett, Director of Business

Statement

Welling School aims to offer the highest quality of teaching and learning and support all students in the pursuit of academic and personal excellence. We have high expectations of all of our students and we strive to ensure that each and every student can take part in the whole school curriculum. We value the diversity of our school community and contribution that students with special educational needs (SEN) and/or disabilities can bring to school life.

Organisation

Welling School has an Admissions Policy and an SEN Policy which include provisions that are designed to remove barriers to entry to the school for students with special needs and/or disabilities.

The School regularly review and take steps to improve the physical environment of the school in order to increase the extent to which disabled students are able to take advantage of education and associated services offered by the school. Welling School was rebuilt under a Private Finance Initiative (PFI) in 2005 and is fully accessible at any level via lifts and ramps. The facility is managed through an appointed contractor, Kier who adhere to laws, regulations and guidelines that support accessibility.

Students with disabilities and their parents are regularly consulted to ensure the learning environment is user-friendly and appropriate to fully support the students in their learning experience. At Welling School each student's individual needs are specifically addressed, for example, arranging that staff escort physically disabled students to/from lessons using carefully considered routes or leaving lessons early as well as allowing the use of lifts.

The AEN team regularly reviews teaching strategies to ensure that any potential barriers to learning and participation by disabled students are removed. Teaching and non-teaching staff are supported through INSET days and training sessions, designed to raise all-school awareness of disabilities, which will minimise any potential difficulties for students. The School promotes the importance of using language that does not offend amongst staff and students and ensure that, wherever possible, positive examples of disability are portrayed in teaching materials.

Welling students with disability are fully integrated into school life and participate in the whole curriculum including extra-curricular activities (such as school trips) through cross-faculty or intra-year group management meetings.

Staff recruitment is fully inclusive with the aim to appoint the best person based on skill set, experience and qualifications, regardless of any disability he/she might have. The school has an Equal Opportunities Policy which underpins the recruitment process, as well as guiding staff in day-to-day management. Staff's needs are monitored and frequently reviewed to ensure accessibility needs are being fulfilled.

Arrangements

Welling School has a Health & Safety Committee with the following terms of reference related to accessibility:

- annually review the school's policies, procedures and facilities as they are likely to affect students and prospective students who are disabled make recommendations with a view to improving the accessibility of its education in many aspects to students or prospective

students with disabilities by means of reasonable adjustments and by planning for the future prepare the school's disability inclusion, SEN and learning support policy

- prepare the school's accessibility plan
- review such plans and policies as necessary and at least on an annual basis

The Health & Safety Committee report, monitor, review and issue guidance on the following school policy and procedure:

- 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

The Senior Leadership Team regularly monitors the efficiency and effectiveness of the work of the committee and all accessibility planning. The committee's work and accessibility plans are reported annually to the Local Governing Body who scrutinise the outcome of accessibility measures and targets in respect of the impact they have had on the achievements of students with disabilities.

Welling School recognises and implements ISI Regulatory Standards 98 on special educational needs and disability:

ISI Regulatory Standard	Description
98 (a)	Increasing the extent to which disabled students (including those with learning difficulties) can participate in the school's curriculum.
98 (b)	Improving the provision to disabled students of information which is already in writing for students who are not disabled.
98 (c)	Improving the physical environment of the school in order to increase the extent to which disabled students are able to take advantage of education and associated services offered by the school.