



## Equality and Access Plan 2022 - 2024

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### The Abbey School, Reading

Reviewed by:	Head of Finance and Resources	November 2022
Ratified by:	Whole School Leadership Committee and Governor Audit	November 2022
Next review: August 2024		

## Scope

The School recognises the benefits of a diverse School Community, with individuals who value one another and the different contributions everyone can make. Students will be taught to value and respect others. The School is committed to both being an equal opportunities education provider and to equality of opportunity for all members of the School Community.

The following policies, procedures and resource materials are also relevant to the School's accessibility plans:

- Equal Opportunities Policy
- Disability Policy
- Curriculum Policy
- Special Education Needs and Disability Policy

This accessibility plan considers:

- Physical Access: audit and plans
- Access to the Curriculum
- Access to Information

## Physical Access

The buildings of the school are located over several sites, many with multiple storeys. A physically disabled student or visitor would not be able to access all areas. However, several lifts are located in the Senior School site. Ramps and handrails have also been fitted at various points across the school.

A comprehensive access audit was undertaken during Summer 2022. The 2022 audit exists as a separate document to accompany this plan.

Access considerations are planned in all refurbishment and Estates Development projects. Recent improvements include:

- Kensington Quad playground resurfaced with resin bound gravel to replace uneven concrete slabs.
- Kensington Quad Astro pitch resurfaced to replace uneven play surface.
- Temporary timber ramped access to both sides of the Main Hall replaced with ramped resin bound gravel.
- Senior School fire exit from rear of lecture Theatre new ramp formed with tarmac.
- Senior School Car Park road/pedestrian markings relined. Ongoing to be completed during November.
- Senior School Wellbeing Area, constructed earlier in the year. Including a corridor that provides level access from the car park to the swimming pool changing rooms.
- Sixth Form extension project commenced July 2022 to be completed September 2023. Including passenger lift to three floors, level access to new entrance, accessible WC and accessible car parking space.

## Responsibilities:

Mark Lucas - Head of Estates, along with the Head of Finance and Resources, the Head and the Whole School Leadership Committee and Governors are responsible for building compliance.

## 2022 – 2023 Plans

Location	Improvement / Commentary	Completion by
Whole School	Review the accessibility audit in line with all building refurbishment works.	Ongoing
Whole School	Make any reasonable adjustments to accommodate students and staff with a disability.	Ongoing as required, in line with adjustments made for current staff and students e.g. visually Impaired.
Senior School Site	Extension and refurbishment of Sixth Form Centre to include DDA access compliance	September 2023
Whole school	Estates Master plan development by Whole School Leadership Committee and Governors. All new buildings to be DDA compliant.	Masterplan under regular review.

## Access to the Curriculum and Employment

### Purpose and Benefit:

All students have equal access and benefit equally from the curriculum.

### Actions

- Ensure that all students have access to the curriculum in and beyond the classroom
- Ensure that all teachers of any students with additional needs are aware of individual needs, approaches and support strategies
- Monitor the achievement of all students in and beyond exams and tests to ensure attainment reflects the students' potential
- Monitoring the wellbeing of all students in the context of their learning and needs
- Review Student Passports/Learning Support Plans and set targets where needed, these will be reviewed annually and updated as and when necessary e.g. in light of any updated assessments
- Correct Access Arrangements put into place
- Where appropriate modify timetables, rooms and locations
- Make available extra resources such as duplicate text books and coloured overlays
- Make available one-to-one and small group tuition where appropriate

### Timing

Ongoing

### Responsibility

Heads of Department, Heads of Year, SENDCo, individual subject teachers and Examination Officers.

### Success Criteria

- All students achieve their full potential.
- Students with additional needs are monitored and are not disadvantaged in any way.
- Necessary adjustments are made for each student and shared with all relevant parties.
- Access to the School facilities to be improved for all as an ongoing priority.
- A programme to work towards full access to all curriculum areas.

## **Access to information**

### **Actions**

In order to ensure that parents and guardians are fully informed the school will review information sent to ensure it is accessible.

In order to improve communication with disabled students and users, the school will publish information as appropriate and review the website to ensure that it is clear, simple and easy to use.

### **Timing**

Ongoing

### **Responsibility**

Whole School Leadership Committee

