

Accessibility Policy

This policy is reviewed annually to ensure compliance with current regulations.

Approved / reviewed by:	
WSL SLT	
Date adopted:	September 2018
Date of last review:	September 2021
Date of next review:	September 2022

Statement

At Work Skills Learning (WSL) we believe that every student should have access to a broad, balanced, relevant and differentiated curriculum. This should take account of their individual strengths and needs and should allow each student to fulfil their potential.

Aims

- To increase the extent to which disabled students can participate in the curriculum.
- To improve the physical environment of the organisation to enable disabled students to take better advantage of education, benefits, facilities and services provided.
- To improve the availability of accessible written information.

WSL's Accessibility Plan will advise other organisation documents. The Accessibility plan will be reviewed annually in respect of progress and outcomes and provide a projected plan for the three years period ahead of the next review date.

1. The Accessibility Plan is structured to complement and support the organisation's Equality Objectives, and will be published on the organisation's website.
2. We are committed to providing an environment that enables full curriculum access and values all students, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability and to developing a culture of inclusion, support and awareness within the organisation.
3. The WSL Accessibility Plan shows how access can be improved for disabled students, staff and visitors to the organisation in a given time frame and anticipating the need to make reasonable adjustments to accommodate their needs where practicable. The Accessibility Plan will contain relevant and timely actions to:
 - a) Increase access to the **curriculum** for students with a disability, expanding the curriculum as necessary to ensure students with a disability are as equally, prepared for life as are the able-bodied students; this covers teaching and learning and the wider curriculum of the organisation such as participation in after-organisation clubs, leisure and cultural activities or organisation visits - it also covers provision of specialist or auxiliary aids and equipment, which may assist these students in accessing the curriculum within a reasonable time frame;

- b) Improve access to the **physical environment** of the organisation, adding specialist facilities as necessary – this covers improvements to the physical environment of the organisation and physical aids to access education within a reasonable time frame;
 - c) Improve the delivery of **written information** to students, staff, parents and visitors with disabilities; examples might include handouts, timetables, textbooks and information about the organisation and organisation events; the information should be made available in preferred formats within a reasonable timeframe.
4. The Accessibility Plan relates to the key aspects of physical environment, curriculum and written information.
 5. Whole organisation training will recognise the need to continue to raising awareness for staff and others on equality issues with reference to the Equality Act 2010.
 6. The Accessibility Plan should be read in conjunction with the following organisation policies, strategies and documents:
 - Curriculum Policy
 - Equality Objectives
 - Disability Equality Scheme
 - Health and Safety Policy
 - Special Educational Needs Policy
 - Behaviour Policy
 - Organisation Improvement Plan
 - Organisation Brochure/ Vision Statement
 7. The Accessibility Plan for physical accessibility relates to the Access Audit of the Organisation. It may not be feasible to undertake all of the works during the life of the accessibility Plan and therefore some items will roll forward into subsequent plans. An accessibility audit will be complete by the organisation to the end of each period covering this plan in order to inform the development of a new accessibility Plan for the ongoing period.
 8. Equality Impact assessments will be undertaken as and when organisation policies are reviewed. The terms of reference for all Management Leadership Team will include the need to consider Equality and Diversity issues as required by the Equality Act 2010

9. The Accessibility Plan will be published on the organisation's website.
10. The Accessibility Plan will be monitored through the Management Leadership Team.
11. The Accessibility Plan may be monitored by Ofsted during Inspection processes in relation to Schedule 10 of the Equality Act 2010.

Roles and responsibilities in relation to this policy area as follows:

Director: Dayo Adeagbo

Work Skills Learning Accessibility Plan 2018-2022

Improving the Curriculum Access at Work Skills Learning

Target	Strategy	Outcome	Responsibility	Timescale	Achievement
Training for staff	Audit of need	All teachers are able to meet the requirements of disabled pupil needs to access the curriculum	Management Team SLT team	ongoing	Increase in access to the curriculum
Audit of pupil need and staff training to meet those needs	Review the specific needs of Students living with a disability	Raised awareness by staff. Involvement of external agencies	Management Team SLT team	ongoing	Increase in access to all organisation activities for all disabled Students
All out of organisation activities are planned to ensure where reasonable the participation of all Students	Review out of organisation provision to ensure compliance	All activities conducted in an inclusive environment	Director	ongoing	Increase in access to all organisation activities for all disabled Students
Classrooms are organised to promote the participation and independence of all Students	Review and implement class expectations – furniture and equipment	Lessons start on time without need to accommodate the needs of individual Students	All Staff	ongoing	Increase in access to NC
Training for awareness raising of disability issues	Provide training for all stakeholders	Whole community aware of issues relating to Access	All Staff	ongoing	Community will benefit from a more inclusive organisation environment

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Improving the Delivery of Written Information at Work Skills Learning

Target	Strategy	Outcome	Responsibility	Timescale	Achievement
Availability of written information in alternate formats when requested	The organisation will make itself aware of services available for converting written information into alternate formats	The organisation will be able to provide written information in various formats	Office/ SLT	Ongoing	Delivery of information to disabled students improved
Make available brochures, newsletters and other information for parents in alternate formats when requested	Review current publications and promote availability in different formats	All organisation information available for all who request it	Office/ SLT	Ongoing	Delivery of organisation information to parents and the local community improved
Review documentation with a view of ensuring accessibility for Students	Get advice on different formats	All organisation information available for all who request it	Office/ SLT	Ongoing	Delivery of organisation information to parents and the local community improved
Raise awareness of adults working at and for the organisation on the importance of good communication	Arrange course	Awareness of target group	Office/ SLT	Ongoing	Organisation is more effective in meeting the needs of students