

Accessibility Plan

Review Date	November 2015	Leader of Policy Review	Mr. S. Budgen
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There have been several pieces of legislation that have targeted the rights of the individual, including the Disability Discrimination Act 1995. The DDA builds upon former legislation, such as the Education Act 1993 and the subsequent SEN Code of Practice that clearly outlines the responsibilities of service providers. The School has therefore written this policy with these pieces of legislation in mind, and building upon the ethos, aims and good practice that already exists. It is the intention of the School to ensure that any future development that takes place will take account of the needs and requirements of all persons. Any curricular enhancements will be equally accessible. Extra-curricular activities, trips and courses are very carefully planned to offer the widest uptake and opportunity to participate.

The policy for access to the School is firmly rooted in our overall Equal Opportunities Policy and ethos. It is based on the spirit of equality, justice and individual rights, and has two main aims:

- To ensure that all persons are afforded equal access to the School
- To ensure that each individual is accorded his/her rights under the law

STUDENTS and the CURRICULUM

The school will admit all pupils whose educational needs can be met from the resources provided to it and whose admission will not significantly detract from the needs of other pupils. Where children have a statement of Additional Learning Needs (ALN), their admission must be negotiated via the LA's Statementing Office. Admission arrangements for other pupils with ALN are set out in the school's ALN Policy. The Policy also includes details of the steps taken to prevent students with disabilities from being treated less favourably than others, and details of facilities provided to assist access to the school, by pupils with disabilities. The curriculum and the extracurricular activities will be relevant, appropriate and accessible to each student irrespective of ability.

The School has a very extensive curriculum that provides entitlement for all through its commitment to equality of opportunity. The components of the National Curriculum are designed to be accessible by all pupils. In KS4 and the Sixth Form there are a large number of courses being studied. These are available for course selection by all students, subject to any academic pre-requirements. The curriculum is reviewed and monitored following a detailed annual programme. Through our Equal Opportunities Policy the curriculum is designed to be relevant, appropriate and accessible to all irrespective of gender, race or disability.

The Flintshire LEA policy supports the School's ethos (see LEA documentation for details) on access in its widest sense. The School Admission Policy is to admit pupils from our community with the full commitment to developing each and every pupil to their maximum potential. This admission policy is stated, and the curriculum and facilities are explained in our School Prospectus.

STAFF

The employment of staff, including selection, terms and conditions of service, doing work, promotion, career development, training (including INSET organised by the school or the LEA) redundancy and dismissal will be free from discrimination on the grounds of disability. This applies to all existing and prospective staff, whether teaching or non-teaching and includes part-time staff, temporary or casual staff and contract staff. Reasonable adjustments must be made to eliminate discrimination. This applies to prospective and current staff and those who are disabled, become disabled or whose disability worsens.
