St Andrew's
HEALTHCARE

Policy Group: College
Version no: 1.0
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Approved by: Charity Executive Committee (CEC)

St Andrew's College Accessibility Policy

1. Policy Summary

The purpose of this policy is to ensure that the college provides students with an accessible environment where there are high expectations of everyone and that it provides high quality learning opportunities so that each young person attains and achieves all that they are able to,
in line with the Equality Act 2010.

St Andrew's College recognises that everyone in our college is important and needs to be included and therefore commits to promoting an ethos of care and trust and working to recognise everyone's uniqueness and success.

St Andrew's College staff will ensure that they treat all students fairly and with respect. This involves providing access and opportunities for all learners without discrimination of any kind.

Therefore the college will, as far as possible, remove all barriers that may prevent learners from:-
- Accessing the curriculum
- Accessing published information
- Being able to access the physical environment of the college

2. Links to Procedures

Handover
RiO notes
Risk Assessments
Community Meetings
Co-production Meetings

3. Monitoring and Oversight

Disability

The Equality Act 2010 defines an individual as disabled if they have a physical or mental impairment that has a 'substantial' and 'long-term' adverse effect on their ability to undertake normal day to day activities.

Under the Special Educational Needs and Disability (SEND) Code of Practice, 'long-term' is defined as 'a year or more' and 'substantial' is defined as 'more than minor or trivial'. The definition includes sensory impairments such as those affecting sight or hearing, and long-term health conditions such as asthma, diabetes, epilepsy and cancer.

Schools are required to make 'reasonable adjustments' for students with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a disabled student faces in comparison with non-disabled students. This can include, for example, the provision of an auxiliary aid or adjustments to premises.

Difficulties

The range of difficulties which may need addressing are numerous and are likely to change according to the young people and their identified difficulties, but they could be broadly grouped as:
- Sensory, speech, hearing or eye sight impairments
- Physical difficulties
- Medical needs
- Cognitive and learning needs
- Communication difficulties including Autistic Spectrum Disorder
- Social, emotional and mental health needs

Equality Issues

The college will also ensure that staff are trained in equality issues with reference to the Equality Act 2010 and will have an understanding and awareness of equality and diversity, with a commitment to:
- Narrowing the gap in performance of disabled students.
- Reducing the number of homophobic and transphobic incidents.
- Encouraging girls to consider non- stereotyped career options.
- Encouraging student participation in racial awareness campaigns.

Within our policy we will work to identify:
- The extent to which disabled students (including those with learning difficulties) can participate in the whole curriculum.
- Making written information accessible in a range of different ways for disabled students, where it is provided in writing for students who are not disabled.
- Proposed developments in physical access to education and associated services.

Responsibility and Accountability

The Leadership team will:
- Write and regularly review Accessibility policy and procedure in St Andrew's College, in line with the Equality Act 2010.
- Embed accessibility within the college improvement process.
- Monitor the physical environment of the College to ensure that it is accessible to students with disabilities and ensure that any change or development in the physical environment of the college meets these criteria.

- Ensure that all St Andrew's College staff are trained in equality issues with reference to the Equality Act 2010.
- Ensure that, where appropriate, management supervision and staff development includes reflection on equality and diversity issues.

Individual teaching staff will:-
- Take accessibility into account when planning, preparing and delivering lessons, ensuring that the information provided is accessible for all.
- Work to provide an atmosphere where all feel safe and valued.
- Promote an understanding of disability and work to show positive models of people with a disability.
- Ensure that they treat students with protected characteristics as favourably as those without such characteristics.
- Ensure that they do not discriminate against anyone on the grounds of a protected characteristic.
- Ensure that they do not discriminate against any student on the grounds of their religious beliefs or customs.
- Take reasonable steps to avoid putting disabled students at a substantial disadvantage (the "reasonable adjustment" duty) in the provision of education.

4. **Diversity and Inclusion**

St Andrew's Healthcare is committed to *Inclusive Healthcare*. This means providing patient outcomes and employment opportunities that embrace diversity and promote equality of opportunity, and not tolerating discrimination for any reason.

Our goal is to ensure that *Inclusive Healthcare* is reinforced by our values, and is embedded in our day-to-day working practices. All of our policies and procedures are analysed in line with these principles to ensure fairness and consistency for all those who use them. If you have any questions on inclusion and diversity please email the inclusion team at DiversityAndInclusion@standrew.co.uk.

5. **Training**

The college will hold regular INSET days in which the Equality and Diversity ethos and practice within the college will be reviewed, reflected upon and adapted as appropriate.

St Andrew's College staff will be offered further Equality and Diversity training as appropriate within performance and development reviews.

6. **References to Legislation and Best Practice**

Equality Act 2010
Equality Diversity and Human Rights training
Diversity and Inclusion Policy

Anti-bullying of Patients Policy

7. How to request a change or exception to this policy

Please refer to either the Policy and Procedure Update Application Link
or the Policy and Procedure Exception Application Link

8. Key changes

Version Number	Date	Revisions from previous issue
1.0	Sept 2020	Rewritten and formatted on new Charity Template