

# TheSchoolBus

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## **SB -14 Safe Opportunities – Accessibility Plan**

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Signed by:

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Date:

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## **Aims of the Accessibility Plan**

This plan outlines how Safe Opportunities aims to increase access to education for students with disabilities in the three areas required by the planning duties in the Equality Act 2010 (i.e. the curriculum, physical environment and information).

A person is regarded as having a disability under the Act where they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

This plan aims to:

- Increase the extent to which students with disabilities can participate in their programme.
- Improve the physical environment for students to enable students with disabilities to take better advantage of education, benefits, facilities and services provided.
- Improve the availability of accessible information to students with disabilities eg The Safeguarding Document Adapted for SEN students. SEN Documents are available upon request (either printed or digital.)

The above aims will be delivered within a reasonable timeframe, and in ways which are determined after taking into account students' disabilities and the views of parents/carers and students. In the preparation of an accessibility strategy, the LA must have regard to the need to allocate adequate resources in the implementation of this strategy.

The Management Team and HR consultant (SunstarHR) also recognise their responsibilities towards employees with disabilities and will:

- Monitor recruitment procedures to ensure that individuals with disabilities are provided with equal opportunities.
- Provide appropriate support and provision for employees with disabilities to ensure that they can carry out their work effectively without barriers.
- Undertake reasonable adjustments to enable staff to access the workplace.

The plan will be resourced, implemented, reviewed and revised in consultation with:

- Students' parents.
- The Company Director and other relevant members of staff.
- External partners eg Space4Autism and Grow and Achieve

This plan is reviewed every year to take into account the changing needs of the company and its students.

## The Accessibility Audit

Safe Opportunities can undertake an Accessibility Audit. The audit would cover the following three areas:

- **Access to education and work placement** – the Management Team will assess the extent to which students with disabilities can access their programme on an equal basis with their peers.
- **Access to the physical environment** – the Management Team can assess the extent to which students with disabilities can access the physical environment on an equal basis with their peers eg ramps and access for wheelchairs.
- **Access to information** – the Management Team will assess the extent to which students with disabilities can access information on an equal basis with their peers.

When conducting the audit, the Management Team will consider all kinds of disabilities and impairments, including, but not limited to, the following:

- **Ambulatory disabilities** – this includes students who use a wheelchair or mobility aid
- **Dexterity disabilities** – this includes those whose everyday manual handling of objects and fixtures may be impaired
- **Visual disabilities** – this includes those with visual impairments and sensitivities
- **Auditory disabilities** – this includes those with hearing impairments and sensitivities
- **Comprehension** – this includes hidden disabilities, such as autism and dyslexia

The findings from the audit will be used to identify short-, medium- and long-term actions to address specific gaps and improve access.

All actions will be carried out in a reasonable timeframe, and after taking into account students' disabilities and the preferences of their parents/carers. Any areas for improvement found from the audit will be put into the format of the below table.

	<b>Issue</b>	<b>Outcome</b>	<b>Review</b>
<b>Scope House</b>	Disabled access to the training room and toilets	Assessment made on safety and accessibility for wheelchair users and those with physical disabilities eg ramp, layout or training room and availability of non-gendered disabled toilets.	Measures to be reviewed if premises or layout changes.
	Fire Risk	Evacuation procedures in place and individual evacuation plans in place for any student or staff with physical disabilities.	Management Team to do regular checks and training with regards to evacuation in the event of a fire.
<b>Work Placements</b>	Students ability to access suitable placements	Safe Opportunities staff to meet with employers prior to start date of work placement and check suitability for individual student. Risk assessments completed for each placement.	Staff to visit every three weeks to review the suitability of the placement for the student
<b>Outreach centres eg Space4Autism, AO</b>	Disabled access and keeping students safe	Safe Opportunities staff to ensure that the environment is safe, accessible and suitable for students prior to them entering the premises. Risk assessments completed for outreach centres. Onsite safety and fire procedures in place.	Annual review of the risk assessments for outreach centres. Reviewed with each visit as staff member always present.

