

COGNITA



North Bridge House Nursery

Accessibility Plan

June 2018 – June 2021

1 Introduction

- 1.1 The document outlines our Accessibility Plan as required by the Equality Act 2010. The Act makes it unlawful for Cognita, which is the responsible body of a school, to discriminate against, harass, or victimise a pupil or potential pupil or staff in relation to:
 - admissions;
 - the way we provide education for pupils;
 - the way we provide pupils access to any benefit, facility or service;
 - by excluding any pupil or subjecting them to any other detriment.
- 1.2 The Act outlines some protected characteristics (below) and we pay due regard to these:
 - Sex
 - Race
 - Disability
 - Religion or belief
 - Sexual orientation
 - Gender reassignment
 - Pregnancy or maternity
- 1.3 This plan fulfils the requirements of the Independent School Standards.

2 Purpose

- 2.1 This Accessibility Plan outlines how we ensure that we are working to remove barriers to learning and access in our school. The plan is reviewed every three years.
- 2.2 The school aims to treat all its pupils, staff and visitors fairly and with respect. This involves providing access and opportunities for all pupils without discrimination of any kind
- 2.3 The school ensure all staff are trained in understanding equality and disability issues in line with the Equality Act 2010.

3 Reasonable adjustments

- 3.1 We aim to ensure that nothing we do as a school places a disabled pupil at a disadvantage compared to other pupils. However, where we have to do so, we make sure that we take reasonable steps to try and avoid that disadvantage.
- 3.2 When it is reasonable to do so, we provide auxiliary aids or services for a disabled pupil, when such an aid would alleviate any substantial disadvantage that the pupil faces compared to other non-disabled pupils.
- 3.3 Where an auxiliary aid is not provided under the SEN system (i.e. via a Statement/EHC Plan) there should be no assumption that it must be provided as a reasonable adjustment. Any decision would be taken on the basis of the facts of an individual case, including cost implications.
- 3.4 There is no legal definition of auxiliary aids. We interpret this to mean any or all of the following: helpful; providing support or assistance; and that these can be things or persons which help. We include hearing loops, adaptive keyboards, and special software.
- 3.5 Our SEN Policy defines what provision we make available including reasonable adjustments in our school. We will consider what is reasonable in the context of our school, given the circumstances of each individual case.

- 3.6 Where the auxiliary aid has a benefit to the rest of the child's life outside of school, it would be unreasonable for our school to make such provision; e.g. hearing aids.
- 3.7 We consider that effective and practicable adjustments for disabled pupils will involve little or no cost or disruption, and will therefore be considered as reasonable. Where substantial adaptations are required which are not contained within our three-year accessibility plan, we reserve the right to deem these as unreasonable.
- 3.8 It is our aim to ensure that disabled pupils play as full a part as possible in school life and our accessibility plan and reasonable adjustments help support that aim. Where any adjustment would have a detrimental effect on other pupils, we would not consider it to be *reasonable*. For example, if a geography field trip were planned to involve climbing and a wheelchair user could not take part, we would carefully consider how the disabled pupil could participate viably, but we would not cancel the trip because to do so would be detrimental to other pupils

4 Aspects of the plan

- 4.1 Our Accessibility Plan focuses on the following areas:
- Increasing the extent to which disabled pupils can participate in the curriculum
 - Improving the physical environment to enable disabled pupils to take better advantage of education, benefits, facilities and services provided
 - Improving the availability of accessible information to disabled pupils, staff, parents and visitors

5 Responsibility

- 5.1 It is the responsibility of the headteacher to ensure that the school has an Accessibility Plan which matches the needs of the school and to ensure that it is available on the school's website.
- 5.2 It is the responsibility of the Proprietor (via the Director of Operations) to ensure that the plan is reviewed annually and is fit for purpose.

Accessibility Plan

Actions to increase access to the curriculum and learning

Targets/Strategies	Timing	Responsibility	Success criteria
Curricular review to ensure it meets the needs of all pupils:	Review at end of each term	SENDCo, Academic Deputy Head, Teacher	Curriculum and planning regularly reviewed to ensure equal access for all and to ensure that all pupils make at least good progress
Access for pupils with additional needs:	IEPs Reviewed every 6 weeks. Cohort monitoring meetings each term	SENDCo, Academic Deputy Head, Teacher	Additional support in place for those children with identified additional needs through: differentiated planning, teacher support, TA support, intervention SENDo or external agencies as appropriate
Resourcing to support access to the curriculum and learning:	Termly and as required	SENDCo, Academic Deputy Head, Teachers	All children have access to suitable resources: equipment, differentiation / scaffolding of task,
Training for teaching staff in Makaton	September 2019 Part 1 Jan 2020 Part 2	SENDco	Staff will be able to use Makaton as a strategy to support those with communication and language needs
Working with children with with Autism in the EYS Training (Camden)	March 2019	SENDco	Understanding autism. <ul style="list-style-type: none"> • The sensory needs of children with autism. • Adapting communication strategies. • Adapting the environment. • Developing practical teaching ideas. • Tools for analysing and changing behaviour.

Actions to improve the physical environment to enable those with disability to take better advantage of the education and facilities

Targets/Strategies	Timing	Responsibility	Success criteria
Classroom enhancements	August to September 2018	Facilities	Lighting upgrade to LED to improve quality of lighting New furniture for all classrooms
Playground steps	Completion due August 2019	Facilities	Installation of dog leg structure to facilitate easier access to top playground
Head's Office	By August 2021	Facilities	Relocate to lower section of school for ease of access

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Actions to improve the availability of accessible information to disabled pupils, staff, parents and visitors

Targets/Strategies	Timing	Responsibility	Success criteria
Internal signage	On-going as required	Teachers	Pictorial / symbolic/ native language displayed in all classrooms
Additional time for assessments	Termly	SENDCo	Additional time allocated for assessments of pupils with identified needs

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Ownership and consultation	
Document sponsor (role)	Director of Operations
Document author (name)	Melissa Jones - Health and Safety Manager, Europe
Consultation – May 2018	Christine Sillis - Director of Operations, Europe Simon Camby - Group Director of Education

Audience	
Audience	Heads and staff in Cognita schools

Document application and publication	
England	Yes
Wales	Yes
Spain	No

Version control	
Implementation date	June 2018
Review date	The school or proprietor will keep this policy under review and will update from time to time, as deemed necessary

Related documentation	
Related documentation	Health and safety policy and related documentation Supporting Pupils with Medical Conditions Policy Equality Act 2010



Head Teacher
NBH Nursery and Pre-Prep