



LOCHINVER HOUSE

Accessibility Policy

This policy should be read in conjunction with the School's Accessibility Plan, which fulfils the requirements of the Independent School Standards.

The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. This policy is drawn up in accordance with Schedule 10 of the Equality Act 2010.

The Equality Act 2010 requires schools to have an Accessibility Plan.

Definition of Disability

The Equality Act 2010 defines an individual as disabled, as someone with 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".

Physical and mental impairments include learning disabilities, dyslexia, autism, speech and language difficulties, ADHD, diabetes and epilepsy.

Protected Characteristics

The Equality Act 2010 outlines additional protected characteristics. Lochinver House ensures there is no discrimination against any of the following sub-groups within its community:

- Age
- Disability
- Sex
- Race
- Religion or belief
- Marriage and civil partnership
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity

Reasonable Adjustments

Lochinver House ensures that no actions taken by the School place a disabled pupil at a disadvantage in relation to other pupils. However, where necessary, the School ensures reasonable steps are taken to avoid that disadvantage.

When reasonable, provision is made of auxiliary aids or services to a disabled pupil if such support would help alleviate any substantial disadvantage the pupil faces in relation to non-disabled pupils.

Where an auxiliary aid is not provided through an Educational Health Care Plan (EHCP), there should be no assumption that it must be provided as a reasonable adjustment. Any decision will be taken on the basis of the facts of an individual case, including cost implications.

There is no legal definition of auxiliary aids. The School interprets this to mean any or all of the following: providing support or assistance; and that these can be resources or personnel. Resources can include hearing loops, adaptive keyboards, and specialist software.

The School considers 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, Lochinver House reserves the right to deem these as unreasonable.

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, it is not considered to be reasonable. For example, if a geography field trip were planned to involve climbing and a wheelchair user could not take part, the School would carefully consider how the disabled pupil could participate viably, but the trip would not be cancelled because to do so would be detrimental to others.

Aspects of the Accessibility Plan

The Accessibility Plan focuses on the following areas:

- Increasing the extent to which disabled pupils can access the curriculum.
- Improving the physical environment to enable disabled pupils, staff, parents and visitors to take better advantage of education (pupils), benefits, facilities and services provided.
- Improving the availability of accessible information to disabled pupils, staff, parents and visitors.

Activity

Increased access to the Curriculum

Lochinver House School continues to make reasonable adjustments enabling pupils with disabilities to have better access to the curriculum, such as changes to teaching and learning arrangements, classroom organisation, timetabling, assessment and examination arrangements. When and where necessary designated members of staff are identified with whom disabled pupils and their parents may discuss the specific curriculum requirements. These members of staff also enable pupils and their parents to discuss any emerging needs and identify appropriate possible courses of action to address those needs.

Physical environment

The School continues to take account of the needs of pupils, staff, parents and visitors with physical difficulties and sensory impairments when planning and undertaking future improvements and refurbishment of the site and premises. The School continues to review teaching areas and assessing acoustics, lighting, colour schemes and the accessibility of facilities and fittings. Where a physical feature makes it unreasonably difficult for a disabled person to access a service, the school will take reasonable steps to:

- remove the feature, alter it so it no longer has that effect
- or provide reasonable means of avoiding the feature
- or provide a reasonable alternative method of making the service available.

Provision of information

The School continues to improve the way in which information is delivered to pupils with disabilities. For example, information normally provided in writing (such as activity sheets, reading books) is made more accessible for visually impaired pupils by providing it in larger print and through assistive technology.

General

The School's Health and Safety Committee meets termly to discuss and implement changes required, regarding any pupil with accessibility requirements, current or future.

Review

The School's Accessibility Plan covers a three-year period and is reviewed and updated on an annual basis. The Accessibility Plan is approved by the Governing Body or sub-committee of the Governing body.

Policy Reviewed: 07.01.2025
Policy Review Date: 06.01.2027
Policy linked to: Accessibility Plan 2024-2027, Child Protection and Safeguarding Policy and Procedure (incorporating Staff Behaviour and Code of Conduct), Data Protection Policy, Fire Risk (Prevention) Policy, Health and Safety Policy, Privacy Notice, Visitors and Visiting Speakers Policy and Procedure

Any data held in relation to the content of this policy will be managed in accordance with our Data Protection Policy and Privacy Notice.