



## Accessibility Policy

Policy Number:	EDW/POL/001	Author/Reviewer:	Sarah Raison
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Please Read This Document In Conjunction With Any Specific Mynydd Haf School Procedures As Directed By The Head Teacher, Sarah Raison.

### 1. Supporting Documents

This policy must be read in conjunction with:

- [Equal Opportunities Policy](#)
- [Health and Safety Policies](#)
- Positive Behaviour Policy
- [The Equality Act 2010 \(Statutory Duties\) \(Wales\) Regulations 2011](#)
- Disability and Discrimination Act (2005)
- [Additional Learning Needs \(Wales\) Act 2018](#)
- Additional Learning Needs (ALN) Code of practice 2022
- [The Right Way – A Children’s Human Rights Approach to Education in Wales](#)
- [The Education \(School Premises\) Regulations 1999 - Wales](#)
- School Accessibility Plan
- ALN Code of Practice 2022: Working together to improve school attendance August 2024

### 2. Introduction

In line with Welsh Government, Mynydd Haf School has adopted the Social Model of Disability which recognises that people with impairments are disabled by the barriers created by society, and that the guiding principles of our accessibility policy are:

- to remove these barriers and create an enabling society, and
- to promote the rights and full inclusion of disabled people.

These barriers include people’s attitudes to disability, as well as physical and organisational barriers. This policy is meant to help our school to identify and address the barriers which can prevent disabled pupils having equal access to education, and ensure they have the same opportunities as their peers to develop and achieve their potential.

Improving access to education for disabled pupils means considering;

- the curriculum and how it is taught
- the accessibility of school building and its surroundings, school activities including school trips and transport



- information and activities provided by our school and how easy it is for disabled pupils and/or their disabled parents/carers to understand

The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 requires all schools and Local Authorities in Wales to plan to increase the accessibility of schools for disabled pupils.

Mynydd Haf School is committed to providing a fully accessible environment which values and includes all pupils, staff, parents/carers and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs.

We are further committed to challenging attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.

Mynydd Haf School has an accessibility plan covering a period of three years.

### **3. Aim/Scope**

To provide an inclusive educational environment for the whole school community and continue to challenge and develop an awareness of tolerance and inclusion.

### **4. Abbreviations and Definitions**

The Disability Discrimination Act (2005) describes a disability as “physical or mental impairment which has a substantial and long term adverse effect upon the ability to carry out normal day to day activities”. Impairments include sensory impairments.

Mental illnesses that are clinically well recognised are included. For example, medically diagnosed Attention Deficit Hyperactivity Disorder (ADHD) is considered a disability under the Disability Discrimination Act – whether or not medication is prescribed.

People who have had a disability are protected from discrimination, even if they no longer have a disability.

While many disabled pupils will have or may be eligible for an Individual Learning Plan (IDP) or a statement of educational needs, not all disabled pupils have Additional Learning Needs (ALN). Equally, not all pupils with ALN will necessarily have a disability under this legislation.

### **5. Policy Content**

#### **5.1 Improving access to the physical environment of schools**

This includes improvements to the environment of Mynydd Haf School, which can include visual, acoustic and physical environments. Mynydd Haf School must comply with the building regulations and the Education (school premises) Regulations 1999 - Wales) and must be physically accessible to disabled pupils.



## **5.2 Increasing access for disabled pupils to the curriculum**

Access to the curriculum covers not only teaching and learning, but also the wider curriculum such as after school activities, leisure, sporting and cultural activities or school visits.

## **5.3 Improving the delivery of written information to disabled pupils, parents and carers**

This ensures that written information provided by the school to its pupils and their families / carers is provided in a format which is suitable and accessible to their specific needs. Information must take into account a pupil's abilities and should be made available within a reasonable timescale. Local Authorities and Mynydd Haf School have a duty to review our strategies and plans and revise them if necessary. Local Authorities and Mynydd Haf School should prioritise resources for implementing their strategies and plans.

## **6. Responsibilities**

Mynydd Haf School Head teacher, senior leaders, teaching staff, support staff, agency staff and all staff employed within or working to support Mynydd Haf School within Keys Group.

In preparing accessibility strategies and plans, full and effective consultation has been undertaken (and will continue in a cyclic fashion) to identify appropriate improvements. The consultation included the views of disabled pupils and their parents/carers and appropriate professionals are taken into account.

Reasonable adjustments to cater for future disabled pupils must be embedded in accessibility strategies and plans – there is a need to plan ahead and continuously improve irrespective of whether or not disabled pupils currently attend the schools concerned.

## **7. Training Requirements**

Mynydd Haf School Head teacher will ensure that familiarisation with this policy is a part of the induction process for all employees.

## **8. Equality Impact Statement**

All relevant persons are required to comply with this policy and must demonstrate sensitivity and competence in relation to diversity in race, faith, age, gender, disability and sexual orientation. If you, or any other groups, believe you are disadvantaged by this policy please contact Mynydd Haf School Headteacher. Keys Group will then actively respond to the enquiry.