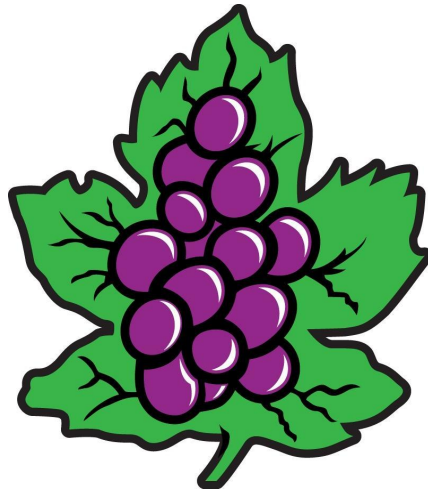


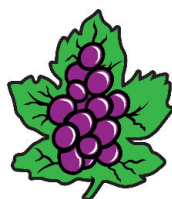


ACCESSIBILITY AND DISABILITY POLICY

Kerem School

Approved by: Finance and Premises Committee **Date Written:** September 2018

Last reviewed: August 2026 **Next review due by:** August 2027



KEREM SCHOOL

(This policy also applies to the Early Years Foundation Stage)

Accessibility and Disability Policy

General Principles

The aim of this policy is to ensure we meet the requirements and the spirit of the Equality Act 2010, including increasing accessibility for disabled pupils by providing a 3-year plan for compliance with Schedule 10 of the Equality Act 2010. **This plan is contained in the Kerem School Disability and Equality Plan.**

Please also refer to the following School policies:

- Admissions Policy
- EAL Policy
- Inclusion Policy
- More Able and Talented Policy
- SEND Policy

Disability

Under the Act, a person has a disability if he or she has a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities. Reference to 'disabled people' includes disabled children, young people and adults, as pupils, employees, governors, parents and carers as well as other members of the wider community that might use school premises for leisure or other activities.

Aims and Objectives

The School's aims and objectives are set out in detail on the school website and in the School Prospectus and Parents' Handbook. In essence, they can be summarised as:

- To provide excellence in Jewish and Secular education.
- To ensure, as far as possible, that children from less advantaged backgrounds are able to enjoy the quality of education available to those more fortunate.
- To develop self-discipline, respect, a sense of responsibility, spiritual and moral values, consideration for others, pride in oneself and high standards of behaviour in every pupil.

Kerem School seeks to achieve these aims by:

- Offering a broad, flexible and forward-looking curriculum which encourages intellectual curiosity and sound learning amongst all the children.
- Learning about different cultures and respecting all faiths whilst practising and learning about our own Jewish faith.
- Building upon a friendly School community.

- Promoting equal treatment for all members of the School community.
- Providing the assured quality of a well-qualified, committed staff.
- Working in close partnership with parents.
- Offering a wide range of cross-curricular activities through which pupils can develop their social, sporting and cultural abilities.
- Promoting an awareness of the world outside the School and a desire to serve the local and wider community.
- Providing financial assistance where appropriate by awarding means-tested bursaries to the extent that the School's funds will allow

As part of its mission statement, Kerem School acknowledges its duty towards both pupils, staff, parents, Governors and members of the wider community who have a disability. Where pupils or prospective pupils are concerned, Kerem School acknowledges its non-discrimination and planning duty under the Equality Act 2010, bearing in mind that:

- The School asks parents to complete a Registration Form and to disclose any disability, special educational needs or medical conditions.
- In assessing any pupil or prospective pupil the School may request such further information, take such advice and require such assessments as it deems appropriate. Subject to this, the School will be sensitive to any issues of confidentiality.
- Where it is possible to make reasonable adjustments based upon the information given and advice received, to enable a prospective pupil to take up a place at Kerem School and to satisfy the admissions criteria above, the School is committed to providing such reasonable adjustments. The following factors will be taken into account in considering reasonableness:
 - ❖ the need to maintain academic, musical, sporting, Jewish and other standards;
 - ❖ the financial resources available;
 - ❖ the cost of taking a particular step;
 - ❖ the extent to which it is practicable to do so;
 - ❖ the extent to which aids and services will be provided via a SEN statement;
 - ❖ health and safety requirements;
 - ❖ the interests of other pupils.
- Parents may apply to the School for financial assistance via the bursary scheme, which is means-tested.

Where physical access to the site is difficult for a prospective pupil, the School recognises the need to be proactive in enabling such access. Accordingly, if pupils with restricted mobility are unable to access some or all of the educational and recreational facilities that the School offers, the School will make reasonable adjustments to the timetable to enable such a pupil with restricted mobility to still be taught in an effective manner.

The School will take the following measures to ensure all pupils are given a high-quality of provision, insofar as it is reasonable to do so:

- Priority in timetabling would be given to any class containing a pupil with mobility disabilities.
- Improving access to the physical environment of the school

- The School will endeavour to make newly constructed buildings fully accessible to disabled pupils in accordance with building regulations
- The School will undertake an annual fire safety risk assessment and update the School's evacuation plan.
- As budgets allow and where practical, the School will draw up an estimate for providing physical aids to enable disabled access to all academic areas of the site, such as ramps, automatic doors, and ground levelling if appropriate.
- All conversions to existing areas of the School will be considered with regard to disabled access and reasonable efforts will be made to improve access for such pupils, given the constraints of structural alterations to a listed building.
- All new equipment purchased for teaching will be considered as to its suitability for use by disabled pupils. Reasonable efforts will be made to purchase equipment that meets the needs of such pupils in a better way than any existing equipment it replaces.
- Diffusing lights will be installed where computer use makes it necessary. Faulty lighting will be replaced within 24 hours wherever possible.
- An appropriate acoustic level will be maintained wherever possible in all classrooms. The School will arrange for documents to be provided to prospective parents who have a disability, in forms that meet that need, if so requested and if it is reasonable to do so.
- All School documents will be made available in large print format within 24 hours, upon request.
- The School will continue to provide INSET for all teachers in order to support them in better communication with pupils with SEN or disabilities.
- The School will plan an ongoing investment in classroom technology to better facilitate communication to pupils with SEN or disabilities, specifically:
 - To enable clear provision of images and text in a large printed format.
 - To enable the use of high-quality audio/visual material.
 - To enable the easy dissemination of printed handouts of appropriate clarity.
- Accessibility Plan Review
- The School will review this plan annually to monitor and evaluate:
- The effectiveness of any action taken the previous year.
- Any relevant targets for the next School year.
- Its response to any further legislative changes.
- Host regular meetings of the Inclusion Co-ordinators and SEN teachers to share ideas, information and best practice.
- Where practical, provide full training for any staff directly involved with disabled pupils placed in their care.

Conclusion

Kerem School takes its duty to pupils with disabilities very seriously. We always endeavour to provide access for pupils with mobility disabilities as far as is reasonable and will always respond to any reasonable request for improvement to the building. Provision is already in place, and will be annually reviewed, to meet the needs of pupils with SEN or disabilities. We believe the steps detailed in this document will clearly show we are meeting our obligations under the terms of the Equality Act 2010.