

**Wharfedale Montessori School & Wharfedale Babies**

**ACCESSIBILITY POLICY**

Date created: June 2017

Person Responsible: Principal

Review period: Annually

Last reviewed:

Last re-written:

Next due for review: June 2018

**Aim of Policy:**

At Wharfedale Montessori School and nursery our values reflect our commitment to a school where there are high expectations of everyone. Children are provided with high quality learning opportunities so that each child achieves all that they are able to. Everyone in our school is important and included. We promote an ethos of care and trust where every member of our school community feels that they truly belong and are valued. We work hard to ensure there are no invisible children here, recognising everyone's uniqueness and success. We recognise learning in all its forms and are committed to nurturing lifelong learners. We are a safe school, committed to improving children's confidence and self-esteem. We know that safe and happy children achieve.

This Accessibility Policy is drawn up in compliance with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010. The School Proprietors are accountable for ensuring the implementation, review and reporting of progress of the Accessibility Policy over a prescribed period.

The Equality Act 2010 replaced all existing equality legislation, including the Disability Discrimination Act. The effect of the law is the same as in the past, meaning that "schools cannot unlawfully discriminate against pupils because of sex, race, disability, religion or belief and sexual orientation".

According to the Equality Act 2010 a person has a disability if:

- (a) He or she has a physical or mental impairment, and
- (b) The impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

## **Objectives**

Wharfedale Montessori School and nursery are committed to providing an environment that enables full curriculum access that values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability and to developing a culture of inclusion, support and awareness within the school.

The school recognises and values parent's knowledge of their child's disability and its effect on their ability to carry out everyday activities and respects the parent's and child's right to confidentiality.

If a staff applicant had some element of disability but was in every way suitable and qualified for the post offered, we would be restricted only by their ability to perform their duties well, with no risk of harm or danger to either themselves or the children in their care.

We are somewhat restricted in provision of full wheelchair access for adult employees due to our provision location. We are tenants, leasing our premises, not owners. The age and physical geography of the Children's House building, makes adult wheelchair access difficult, particularly related to staff room and staff toilet access. The cost of conversion of premises in this period building in a National Park would be prohibitive and out of our range as a small setting. We do have a ramp to allow access to both Children's House and the Primary building for wheelchair users and both buildings are equipped to allow full wheelchair access for children. The Primary building does have full access for adult wheelchair users as well.

Whole school training will recognise the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act 2010.

Equality Impact Assessments will be undertaken as and when school policies are reviewed.

Please also refer to the Equal Opportunities policy.

### **Review of Policy:**

We will monitor our progress and review this policy annually.