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St. Aubyn's School Accessibility Plan 2025–2028

St Aubyn's School, Woodford Green, Essex

Introduction

St. Aubyn's School is committed to fostering an inclusive, accessible, and welcoming environment for all students, staff, and visitors.

This Accessibility Plan for 2025–2028 outlines our strategy to enhance physical, curricular, and informational accessibility, ensuring alignment with our ethos and strategic goals of academic boldness, inclusivity, and well-being.

Ethos and Commitment

Our motto, "Fortiter, Fideliter, Feliciter"—Bravely, Faithfully, Happily—guides our approach to accessibility.

We aim to provide an environment where every child thrives, regardless of ability, fostering independence, resilience, and respect. Through this plan, we ensure compliance with the Equality Act 2010 and the Independent Schools Inspectorate (ISI) regulatory standards.

Goals of the Accessibility Plan

The key objectives of this plan are to:

- Enhance the extent to which students with disabilities can participate in the school curriculum.
- Improve the physical environment to increase accessibility for students with disabilities.
- Ensure that all written information is available in accessible formats.

At St. Aubyn's we have an accessibility policy review committee which consists of the Head, the Bursar, the School Nurse and the Head of Additional Learning, and may co-opt additional members whose expertise in any field would be of assistance.

The committee's terms of reference are:

- i) to review the School's policies, procedures and facilities as they are likely to affect pupils and prospective pupils who are disabled
- ii) to make recommendations with a view to improving the accessibility of its education in many aspects to pupils or prospective pupils with disabilities by means of reasonable adjustments, by planning for the future and by providing training for teachers
- iii) to prepare the School's accessibility plan
- iv) to review such plans and policies as necessary and at least on an annual basis

Every three years, we have an additional learning audit of our provision for pupils with special educational needs and/or disabilities. The results of the audit inform our school accessibility plan.

We will regularly monitor the success of the plan and it will also be reviewed by the School's disability policy review committee (as above).

St. Aubyn’s School Accessibility Plan 2025–2028: Action Plan

Targets	Action and Resource Required	Timescale	Responsibility	Evidence of Implementation
<p>Improving the Physical Environment</p>	<p>Conduct an annual audit of the school premises to identify and address accessibility barriers. Maintain pathways, signage, and lighting to ensure safe movement for all users.</p>	<p>Short-Term</p>	<p>Facilities Manager, Bursar</p>	<p>Completed audits and reports; maintenance logs.</p>
	<p>Incorporate additional ramp access as part of refurbishment projects to reduce reliance on stairs. Ensure ongoing compliance with accessibility standards for any new construction.</p>	<p>Medium-Term</p>	<p>Bursar, Facilities Manager</p>	<p>Updated building plans; project completion records.</p>

	Replace remaining stair-only areas with ramp access wherever feasible as part of a long-term facilities plan.	Long-Term	Facilities Manager, Governors	Accessibility improvements recorded in facility reviews.
Improving Access to Information	Offer documents in alternative formats, such as large print and audio, upon request. Train staff on accessible communication practices and technologies.	Short-Term	SENDCo, IT Manager	Accessible documents produced; training records.
	Upgrade the school website to ensure compatibility with assistive devices, such as screen readers. Provide auxiliary aids for hearing impairments, including hearing loops, as needed.	Medium-Term	IT Manager, SENDCo	Website audit logs; purchase and installation records.

	Introduce British Sign Language (BSL) as part of staff training to improve communication with hearing-impaired individuals.	Long-Term	SENDCo, HR Manager	BSL training logs; feedback from participants.
Fostering Inclusivity and Diversity	Reference the SEND policy and St. Aubyn's School Promises in all inclusivity initiatives. Conduct regular assemblies and Wellbeing Curriculum sessions on the importance of diversity and inclusion.	Short-Term	Pastoral Lead, SENDCo	Assembly records; curriculum updates.
	Provide training for staff to address cultural and linguistic barriers to accessibility, ensuring all families feel welcome.	Medium-Term	HR Manager, Pastoral Lead	Training records; feedback from staff.

	Develop a comprehensive programme to actively support and celebrate cultural and linguistic diversity across the school.	Long-Term	Pastoral Lead, Senior Leadership Team	Programme documentation; event records.
Stakeholder Engagement	Share the Accessibility Plan with the Parent Forum for feedback and discussion. Provide updates to parents and staff annually on the progress of the plan.	Short-Term	Senior Leadership Team, Parent Forum Lead	Meeting minutes; distributed updates.
	Conduct regular surveys and focus groups with parents, students, and staff to gather insights on accessibility improvements.	Medium-Term	Senior Leadership Team, HR Manager	Survey results; focus group summaries.

	Create a formal Accessibility Working Group with representation from parents, staff, and students to oversee future plans.	Long-Term	Head, Governors	Working group meeting minutes; policy updates.
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