



**IMMANUEL COLLEGE**  
**Accessibility Policy**

Purpose of this statement	To detail the Accessibility Policy for Immanuel College
Dated	February 2020
Contact	The Headteacher

➤ **THE CHRISTIAN ETHOS OF IMMANUEL COLLEGE**

Immanuel means ‘God with us’

We believe at Immanuel that we are ‘All God’s Children’. This belief is the basis of our desire to provide learning and enabling environment for all where in particular we will be proactive in identifying, challenging and overcoming the barriers to learning.

➤ **Aims of Policy**

This policy will aim for a number of outcomes;

1. It will explain what Accessibility in our college means to us.
2. It will explain how we go about identifying the barriers to learning.
3. It will explain how we intend to overcome such barriers, and seek to provide an enabling and learning environment.
4. It will show how we intend to be a fully inclusive college of learning where students’ needs are treated individually.

➤ **Policy Statement**

Immanuel College believes that everybody has the ability and the right to learn and to develop and contribute to college and local community life.

We treat everybody as individuals and understand that everybody’s needs are different and that it is this variety of difference that makes our college unique in quality and richness.

It is our belief that everybody has valuable contributions to make and we will work together and with parents, carers and partners across a variety of sectors to achieve our aims.

Together we will aim to do everything possible to enable every student to achieve their goals and realise their aspirations. We will do this in a way that controls and measures risk in a stimulating environment that enables each person to contribute as fully as possible to college life and take away a rich and positive experience into adulthood.

1. We will work to understand what our statutory duties are in relation to Accessibility.
2. We will work with parents, carers to identify any barriers to learning.
3. We will work with parents, carers and partners across a variety of sectors to break down the barriers and identify and manage any associated risks.
4. We will ensure that good and effective communication channels are in place to ensure that we are effective in managing all known situations.

### **How we will identify barriers**

We recognise that barriers to learning show themselves in many different ways, they may be in the form of physical or learning difficulty or disability, audio or visual impairment or language barrier. Less obvious are the physical health problems which may be chronic and long term or acute in their onset.

Immanuel College may recognise or raise a concern in relation to the needs of our students however we feel that is the responsibility of the parents and/or carers to raise and/or make College aware of known conditions or issues that might impact on or be a barrier to learning.

In addition we will ensure that accessibility is mentioned in our prospectus and any related communications and we will have an accessibility champion who will take the lead.

### **How we will attempt to overcome the barriers**

1. We will work in partnership with parents, carers and other identified partner agencies.
2. We will ask parents and carers on a regular basis about current conditions or circumstances or change in condition or circumstances that might impact on learning.
3. We will convene a meeting in school to look at the circumstances or condition or change in circumstances or condition.
4. We will agree an individual action plan (see appendix "C") that will aim to overcome the identified barriers to learning that may include some /all of the following;

- Ensure that students are treated as individuals.
- Identify a named person as direct contact person
- Convene a meeting in school with the parents, carers and identified partner agencies to attempt to reach a view on what the barriers are to learning and a consensus on how we get over them, This may include:
  - Overview of the condition and its impact on the individual
  - What things needs to change/be adapted /business needs
  - Agreed communication channel
  - What to do in an emergency
  - Risk assessment
  - Date for review

Immanuel College intends, as far as possible, to be as fully an inclusive place of learning and to that end we will:

- Create over time a benchmark against which our commitment to accessibility will be set through
  - Physical access
  - Website
  - Communications
  - Teaching and learning (incl. curriculum access)
  - Working with partner agencies
- Periodically assess the effectiveness of this policy and ensure that any necessary changes are made.
- We will be creative in our attempt to overcome barriers whilst recognising the business constraints.
- We will identify a mechanism for reporting back to the governing body on a regular basis the effectiveness of this policy.

<b>Named Governor:</b>	John Watts
<b>Monitoring of the Policy:</b>	The Headteacher
<b>Reporting to:</b>	The Governors
<b>Next Review Date:</b>	February 2021