



This plan was updated in June 2022.

It will be reviewed in line with Local Authority and Government Guidelines and updated every three years.

Trustee with responsibility - Behavior, Attitudes and Personal Development Team

Approval Level (I)

# **The Treehouse School**

Nature, nurture and nourishment

## **Rationale**

To outline our aims to improve access to education for pupils with disabilities as required by the planning duties in the Equality Act 2010. A person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

This plan sets out our proposals to increase access to education for disabled pupils in the three areas required by the Equality Act 2010:

- a) increasing the extent to which disabled pupils can participate in the school curriculum;
- b) improving the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services;
- c) improving the delivery to disabled pupils of information, which is provided in writing for pupils who are not disabled.

It is a requirement that the school's accessibility plan is resourced, implemented, reviewed and revised as necessary in consultation with pupils, parents, staff and Trustees. At the end of this document is our action plan and detail showing how the school will address the priorities identified in the plan.

The Treehouse School is an independent school for pupils aged 5-11, built in the 1930s. The school comprises of a double story building with teaching areas (two upstairs and two downstairs), a conservatory, office and kitchen. Doors lead to the two separate toilets and cloakroom. We are committed to offering an inclusive curriculum to ensure the best possible outcomes for all of our pupils whatever their needs or abilities. Not all pupils with disabilities have special educational needs and not all pupils with SEN meet the definition for disability. This Accessibility Plan covers all of these pupils.

The Trustees also recognises its responsibilities towards employees with disabilities and will:

- Monitor recruitment procedures to ensure that individuals with disabilities are provided with equal opportunities.
- Provide appropriate support and provision for employees with disabilities to ensure that they can carry out their work effectively without barriers.
- Undertake reasonable adjustments to enable staff to access the workplace.

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	Targets	Strategies	Outcomes	Timeframe	Achieved
<b>Physical Access:</b> Approach to grounds and building; Access to toilets.	Audit the accessibility of the school grounds, suggest actions and implement if budget allows	Suggest actions as required from Health and Safety audit	Report to Trustees, ensure any maintenance work is carried out.	July 2023	
<b>Information:</b> Fire Safety	Ensure fire safety information is displayed.	Trustee to check information is correctly displayed on monitoring visit.	Report to Trustees, information is displayed clearly.	July 2022	20.6.2022
Website	Website is translatable and a talk-out facility can be accessed via Apple or Google			July 2022	20.6.2022
Signage is accessible to non-readers, is clear and well situated.	Director to ensure all safety information is clear	Trustee to check information is correctly displayed on monitoring visit.		July 2025	
<b>Means of Escape/Lockdown</b>	Ensure alarms and alert systems are accessible to hearing impaired.	Provide visual as well as auditory systems.	Signals will be visual as well as auditory.	July 2022	20.6.2022
<b>Accessibility for all parents</b>	Further develop our already extensive work linking with parents.	Hold regular meetings with parents, both individually and as a group, both in person and via zoom eg fireside chats.	Trustees will monitor involvement of parents and look for areas of increased involvement.	July 2025	Ongoing
<b>Access to Curriculum</b>	Director of Learning and Teaching to ensure all pupils have equal access to curriculum and resources	Liaise with parents and pupils regarding specific requirements.	Trustees will monitor inclusion on visits.	July 2025	