

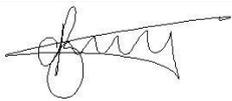
Accessibility Plan



**THE LADDER
SCHOOL**

Redefining alternative provision



Date of Creation (first edition)	November 2018
Date for Review	June 2021
Date posted on website	June 2020
Policy updates and amendments	April 2020
Member of staff responsible for the policy	Pippa Bennett
Date adopted by the Local Governing Body	June 2020
Signed by Principal	
Signed by Chair of Governing Body	



Version Control

Version	Author	Date	Changes Made
1.0	CB	Nov 2018	First Edition
1.1	RW	April 2020	Changes to present tense

Mission Statement

The Ladder School is a safe, well ordered and caring environment for learning. It delivers high quality education to all its students and supports them to develop their individual potential for growth, self-worth and self-control.

High quality outstanding teaching, and clear and consistent guidance and support facilitates students in succeeding in education. Our broad and balanced academic and vocational curriculum will provide students with access to a broad range of accredited qualifications as well as educational and social experiences, which will address their learning and emotional needs. Our purpose is to support every student to develop their true potential, make positive contributions to their families and find fulfilment in employment.

Values

1. Alternative Provision doesn't mean a dumping ground...it's mainstream with the reasonable adjustments to succeed
2. High standards and high expectations are incredibly important and are the corner stones to a successful school
3. The Ladder School should become the go-to place for educators from across the country to see best practice
4. Good simply isn't good enough
5. Learning is about a journey and there is more than one way to get to the destination
6. Qualifications, manners, respect and opportunity should be the foundations for students that need a second chance.

School Ethos



High Standards



Daring to Dream



Traditional Values



Success



Personalised Support

High standards – students are pushed to achieve beyond their potential, and staff work to ensure everything that we do is better than people expect.



Daring to Dream – students at The Ladder School may have been in an educational setting where they lacked aspiration to be successful, at The Ladder School we challenge students to reach their potential and go on to further education and employment.

Traditional Values – some things often get forgotten in education, at The Ladder School we pride ourselves on mutual respect, good manners, making a positive contribution, supporting one another and an orderly, litter free environment.

Success – can come in many virtues, at The Ladder School we celebrate the small steps every day and tell students when they are doing well. We ensure that students can have a successful future.

Personalised Support - all students at The Ladder School have a Learning Coach who guides them, sets them bespoke targets and supports them in making social and academic progress.

1. Introduction

The Equality Act 2010 has replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. The following plan is The Ladder School' s commitment to ensure the Equality Act is adhered to. This encompasses all aspects of school to ensure everyone is treated in an equitable manner. The Ladder School is committed to ensuring everyone is free from discrimination of any kind.

2. Definition of Disability

You are disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.

3. Key Objective

To reduce and eliminate barriers to access to the curriculum and to full participation in the school community for students, and prospective students, parents and stakeholders with a disability.

4. Principles

The Ladder School has an up to date and accurate Special Educational Needs Policy and focuses on compliance with the Equality Act to ensure we achieve the best possible outcomes for those with additional needs. The Ladder School is committed to achieve the very best for all students, parents, staff and stakeholders to ensure they are treated equally, fairly, with dignity and respect.

The Ladder School recognises its duty under the Equality Act;



- not to discriminate against disabled students in relation to school admissions and exclusions, and provision of education and associated services,
- not to treat disabled students, staff, parents or stakeholders less favourably,
- to take reasonable steps to avoid putting disabled students at a substantial disadvantage,
- to publish this Accessibility Plan.

The Ladder School recognises and values parents' knowledge of their child's disability and its effect on their ability to carry out normal activities and respects the parents' and child's right to confidentiality.

The school provides all students with a broad and balanced curriculum, differentiated and reasonably adjusted to meet the needs of individual pupils and their preferred learning styles; and endorses the key principles in the National Curriculum framework, which underpin the development of a more inclusive curriculum:

- setting suitable learning challenges and targets,
- responding to students' diverse learning needs,
- overcoming potential barriers to learning and assessment for individuals and groups of students,
- offering additional in/out of class support to those students who need it,
- The Ladder School recognises that a disability is not just a physical limitation.

5. Activity

The Ladder School has taken the following measures to ensure the main activities undertaken in school help us to achieve our overall objective;

- **Education and related activities**
The Ladder School will continue to seek and follow the advice of Local Authority services, such as specialist teacher advisers and SEN inspectors/advisers, and of appropriate health professionals from the local NHS Trusts. We will ensure this is reviewed on a regular basis.
- **Physical environment**
The Ladder School will take account of the needs of students and visitors with physical difficulties and sensory impairments when planning and undertaking future improvements and refurbishments of the site and premises (particularly in relation to the new build), such as improved access, lighting, acoustic treatment and colour schemes, and more accessible facilities and fittings difficulties. The Ladder School temporary site is a very old building and experiences difficulties with the layout of the site, we will endeavour to minimise these difficulties where possible.
- **Provision of information**
The Ladder School will make itself aware of local services, including those provided through the Local Authority, for providing information in alternative formats when required or requested.

