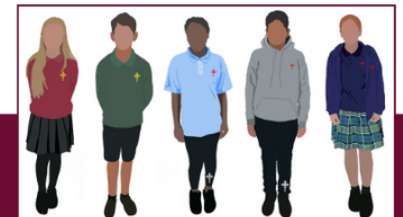**CARDINAL NEWMAN CATHOLIC SCHOOL**

November 2024

Reviewed by: Principal & Business Manager & Resources Committee

Date of Next Review: November 2025

Environmental Accessibility Policy and Plan

Caritas | Excellence | Together

Common Good | Common Home | Dignity | Solidarity | Subsidiarity | Participation

"God is love, and he who lives in love lives in God, and God lives in him" (1 Jn 4:16)

Our mission is to provide an excellent Catholic education for all our students which enables them to respond to the call of Christ throughout their lives. Caritas – the love which is God – is the gold thread running through everything we do. We welcome and accept all our students and staff as unique individuals created in the image of God. We treat one another with kindness and respect. We are a community of Caritas where everyone feels safe, supported and inspired to make a difference in our local, national and global communities. We strive for the highest quality of learning and teaching that inspires us all to discover and develop our God-given gifts and talents, to excel in the present and aim high in the future.

Our three Newman values are;
Caritas – I have been created for a specific purpose
Excellence – I always aim for my personal best
Together – I am a link in a chain

Our commitment to the care of our most disadvantaged students is core to our Catholic mission
of what Pope Francis calls the preferential option of the poor.

CARDINAL NEWMAN
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Environmental Accessibility Policy and Plan

Introduction

Cardinal Newman Catholic School (CNCS) is an inclusive school where every student and each member of our school community is valued and respected. We are committed to the inclusion, progress and growing independence of all of our students, including those with SEND. We aim for all students, staff and visitors to be able to access all areas of the school in a similar way. In order to achieve this, key objectives have been identified and strategies have been developed to achieve them. The table below provides an overview of the Environmental Accessibility Plan.

The plan is compliant with current legislation as specified in Schedule 10, relating to Disability, of the Equality Act 2010 and the scheme shows how the school is meeting its general duty to promote disability equality across all its areas of responsibility.

Definition of disability

A person has a disability if he/she has a physical or mental impairment that has a substantial and long-term adverse effect on his/her ability to carry out normal day-to-day activities.

Current Range of Known Disabilities

The school has students with a range of disabilities to include moderate and specific learning disabilities. We have a small number of staff and parents/carers who have a range of moderate disabilities.

Please refer to the school's SEND Information Report for information on how the school meets the needs of learners with Special Educational Needs and/or Disabilities (SEND).

Objective	Strategies	Status	Responsibility	Success Criteria
Needs of individuals are identified at an early stage	• Intervention points identified to assess needs of future users of the site e.g. student and staff recruitment interviews. • Visitor requirements identified during the visit booking process. • Maintenance of up to date medical information for students and staff.	Complete and on-going	• Governors • Principal • SEND Team • All Staff	• Legal compliance • Positive feedback from users • Plans to meet requirement in place in a timely fashion
To enable free movement across the site	• Lifts gaining access to all buildings. • Stair lifts where required. • Ramps where required. • Accessible toilets • Doors with full length glass panels where possible. • Door hinges maintained for ease of opening and closure. • New buildings adopt an open plan where appropriate e.g. Benedict Building. • New security gates are accessibility compliant. • Accessible parking spaces in close proximity to building entrances. • Specific profiles and plans developed for specific student needs. • Budget made available for maintenance and further improvement. • Training provided as required • Human resource made available to support users around the site where required.	Complete and on-going	• Governors • Principal • Business Manager • Premises Manager	• Legal compliance • Positive feedback from users
To ensure free access to reception areas	• Main reception is accessible directly from the Main Gate entrance. • College reception is accessible directly from College Gate entrance.	Complete and on-going	• Governors • Principal • Business Manager • Premises Manager	

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To ensure visible signage	• Site maps available on request. • Symbols used where appropriate e.g. fire exit signs, danger signs, and yellow strips on steps. • Physical equipment used where appropriate e.g. wet floor triangles. • Signage management to ensure signs are relevant, up to date, and necessary. • Budget available for on-going signage development.	Complete and on-going	• Governors • Principal • Business Manager • Premises Manager	• Legal compliance • Positive feedback from users
To provide access to specialist IT software and hardware	• Budget available for specialist IT software and hardware. • Assessments are made for specific needs. • Training available to keep up to date with latest IT developments.	Complete and on-going	• Governors • Principal • Business Manager • Premises Manager • IT Manager	• Legal compliance • Positive feedback from users
To provide other specialist equipment as required	• Budget available for specialist equipment. • Assessments are made for specific needs. • Training available to keep up to date with latest solutions. • Support gained from LA hearing-impaired unit on appropriate equipment.	Complete and on-going	• Governors • Principal • Business Manager • Premises Manager • SEND team	• Legal compliance • Positive feedback from users
To enable access to personal hygiene	• To have Accessible toilets available in all buildings. • Budget available for maintenance	Complete and on-going	• Governors • Principal • Business Manager • Premises Manager	• Legal compliance • Positive feedback from users
To have in place an evacuation plan	• General fire evacuation plan is based on routes with accessible access. • Specific evacuation plans are developed for known individuals. • Specific training is provided to those responsible for evacuations (Fire Marshalls). • Budget available for the development of evacuation plans.	Complete and on-going	• Governors • Principal • Business Manager • Premises Manager • Fire Officer • Health & Safety Committee	• Effective evacuation drills

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