



GREAT WALSTEAD  
SCHOOL

## General Statement

Great Walstead recognises its obligations under the Equality Act and is committed to equality of opportunity in both work and learning. We expect and encourage the whole school community to embrace this commitment.

We oppose all forms of discrimination and this policy formalises our approach to ensure that the physical premises and its associated facilities are inclusive of all.

## Background

The school occupies a former country home and farm buildings set in its own grounds comprising of tenanted farmland, managed woodland, green space and sports pitches. The original buildings have been added to as the school has grown, and due to the sites topography whilst the educational space is provided primarily on the ground floor there are significant changes in levels both within and outside the buildings. The more recent additions have included consideration of access for those with impairment, but the older buildings present challenges by virtue of their structural limitations.

## Improving access :

The school commissioned a Disability Access Audit in 2010 which identified a number of areas where improvements can be made. The school has adopted a number of these recommendations into its action planning, and the document continues to inform future priorities alongside the needs of the current school population.

Great Walstead provides Disabled Parking, and the provision is reviewed in order to monitor if further designated parking is required.

The school has in past years made improvements to the hard landscaping on the site to provide level access to the majority of the educational buildings. Where level access cannot be achieved the school has positionable ramps available to provide a means of safe entry. The management continue to consider mobility issues when remodelling or refurbishing areas.

The school will continue to monitor the access limitations of the site and make reasonable adjustments to minimise any impact of these.

The school maintains an action plan for access and will prioritise work on those items that will make the most improvement to the current users.

The action plan will be reviewed to ensure that it reflects the needs of the current and projected school population.

All future developmental projects will include provisions to ensure equality of access and comply or exceed current Building Control and Planning requirements, in terms of access.

The school will continue to assess the use of assistive technology and technological improvements to promote the independence of members of its community with an impairment.

Where during the assessment process of a pupil applying for admission identifies an impairment requiring adjustments to be made, the Director of Learning Development will

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discuss with the Admissions Panel and parents' of the applicant the reasonable adjustments that can be made. These may be in respect of the parents/guardians rather than specifically the pupil being assessed.

Where during recruitment or subsequent employment a member of staff has an impairment the HR Manager and Estates Manager will meet to agree the required recommendations to the Senior Leadership Team.

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### Access Action Plan 2015-2018

Improvement Identified	Current obstacle	Action Required	Priority	Review Sept 2017
Vertical transition to Junior Science (Scott Room)	Opentread stairway dark and worn treads. Difficult for those with visual impairment.	Install risers to infill open treads, level and carpet with contrasting nosings	Low	Adjustment identified for an incoming pupil. The potential restriction has not applied and so the immediate need is not present
Exterior transition to Art & CDT area	No fixed lighting, previous arrangement of festoon lights insufficient to meet needs of current pupil	Install lighting bollards as provided by synthetic playing surface	High	Completed
Call point for Wheelchair users	Wheelchair users unable to access Reception without assistance no means of calling for assistance	Short term provide simple wireless bell system at each disabled space to alert Reception	Medium	Simple wireless bell not workable, as it is reliant on someone hearing it, investigate a solution similar to accessible WC alarm

Author Terry Chandler September 2015  
Reviewed Sept 2017

Next Review date: July 2018

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		Longer term consider installation of Assistance call point with two way communication	Low	
Improved access for wheelchairs	Drop kerbs are not located close to disabled parking bays	Install drop kerbs closer to disabled parking bays	Low	
Low lighting levels on LS Stairway	Level too low for visual impairment	Increase lighting levels change ceiling fitting	High	Completed
Traffic flow on LD Stairway	Narrow stairway difficult transition during class change	Designate left handside for using stairs. Mark carpet as a reminder	Medium	Issue identified for a specific pupil however problem has not materialised. Keep under review
Light levels and traffic flow around sloping corridor	Monitor wide corridor light level may be insufficient in winter months.	Potentially increase lighting with LED fitments	Medium	Completed
Soft paths to rear of Woodland Wing	Impassible to wheelchairs at certain times (wet)	Replace bark paths with solid path (concrete/Tarmac)	Medium	Costings prepared schedule when funding available

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	Restricts access to synthetic pitches and undercroft			
Soft ground at spectator areas by synthetic pitch	Lack of viewing for mobility impaired spectators	Provide wheelchair accessible viewing points at synthetic pitch	Medium	Completed Paved area between Tennis and Synthetic pitch provided
Poor identification of level changes	Colour contrast at steps often inadequate	Replace nosings where fitted with high contrast Install tactile surface before and after slopes or steps	Medium	Ongoing as flooring works undertaken
Door opening onto corridor	School shop door at top of stairway	Consider removing door possible Fire considerations and fall from height	Low	Potential fire risk and H&S concern outways potential benefit. Continue to monitor
Lack of demarkation of glazed doors	Number of fully glazed doors have no demarkation making them difficult to identify	Install decals to highlight presence of glass	Medium	Completed

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Support Pillars to dining canopy	No HiViz markings	Install reflective or painted demarcation to highlight their presence	Medium	Completed Review effectiveness
Restricted Access	No wheelchair access to poolside	Provide suitable wooden ramp access	Low	Review with any pathway modifications to new building
Restricted Access	No means of non ambulant entry to water	Provide suitable mechanical aid (Hoist)	Low	
Accessible WC furniture	Not consistent across site Some colour contrast missing	Develop site standard and modify existing as part of redecoration programme	Low	Blue contrast rails and seat adopted as standard.
Door furniture	Many door handles do not have a suitable profile for those with poor motor ability	Programme change of door handles to a suitable profile as part of the refurbishment programme	Medium	Ongoing
Future Design	Consider Equality of Access and transitions from existing structures	Design brief and competency of Principal Designer with monitoring by development committee	High	New building fully accessible. New ramp from Sports Hall changing to incorporate access to new building to

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				complete the access provision
Restricted Access	Matron and surgery on first floor with no lift available	Look to relocate service to the ground floor with good access to outside	High	Accommodation review about to commence
Restricted Access	Science Learning Support and some Year 8 classrooms on first floor	Consider installation of a hydrolic lift within the atrium and the keep areas	Low	Keep being relocated to its own building. Upper floor areas still have access challenges which need to be kept under review