Accessibility Plan 2015-2018

Halcyon London International School aims, within the constraints of resources available, to enable each student to fulfill his/her potential within an educational programme that has development of the whole person at its core. Halcyon values the full range of its students and seeks to ensure that its practices are fully inclusive. Every effort will be made to ensure that "reasonable adjustments" are made to accommodate students with a disability, while bearing in mind the interests of other students.

The school will examine each case to determine the best adjustments that can be made to accommodate the needs of students with a disability. Students with a disability are identified through the completion of the student application form during the admissions process.

All teaching staff have training to differentiate for the learning needs of all students, including those with disability. Staff training will be undertaken regarding the needs for learning of particular students with a disability. The school also aims, within the constraints of resources available, to ensure that no member of staff with a disability is less favourably treated in the school's procedures and practices in respect of recruitment, performance management, promotion, staff development, teaching environment and access to the premises.

In summary, the school will ensure, as far as is reasonably practicable, that equality of access is provided to anyone using the school's services in relation to:
- the curriculum
- the environment (premises and facilities)
- information.

3-year Accessibility Plan

Area 1: Improving access to the curriculum

In order to increase the extent to which disabled students can participate in the school curriculum (including extra-curricular activities and trips), the following will be considered:
- The school's review of the provision of SEN means that from September 2016 Halcyon intends to provide greater one-to-one time to meet the needs of students with learning disabilities. This reflects the growth in school numbers.
- Review capacity to allow the introduction of English as an Additional Language (EAL) and Intensive English as an Additional Language (IEAL) provision.
- Continue to grow the mother-tongue provision.
- To review admission policy annually, ensuring that every consideration is given to provide access to applicants with disabilities.
- Improving wheelchair access by means of creative and flexible timetabling, especially with regard to the allocation of rooms.

Area 2: Physical improvements to the environment

In order to improve the physical environment of the school for the purpose of increasing the extent to which disabled students are able to take advantage of education and benefits, facilities or services provided by the school, the following will be considered (alongside the health and safety requirements/interests of the whole school community):

- Halcyon's current expansion planning will incorporate new facilities within the West London Synagogue building. This provides the school with the opportunity to review current access for disabled students and revise all signage as appropriate.
- To monitor and amend, as necessary and with the cooperation of the school's landlord, access to the school for disabled parents, visitors, service providers, and other guests of Halcyon.
- Installing a toilet adapted for disabled people with easy access from the central lift.
- Ensuring that the needs of staff and students with a disability are fully considered in strategic planning for the development of the school premises.
- Budgeting annually for reasonable minor adjustments to the environment to improve accessibility.

Area 3: Improving provision of information

In order to improve the delivery to disabled students of information that is readily accessible to students who are not disabled (within a reasonable time and taking into account preferences expressed by the student or their parents), the following will be considered:

- Modifications to existing communication protocols, including expanding the range and variety of information produced, e.g.: electronic, visual and audio.
- Ensuring www.halcyonschool.com remains fully accessible to ensure it meets and exceeds W3C Web Accessibility Guidelines.
- Reviewing digital applications and screen functions on the school's computers/IT devices for student and staff with visual impairments.
- Providing information in languages other than English, or providing access to digital translation services.