

HALCYON

LONDON INTERNATIONAL SCHOOL

An exceptional education that draws out the unique potential of each student

Innovation | Collaboration | Community

Accessibility Plan 2020 - 2023

This policy has been formulated using the Equality Act 2010

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 each of its students, and every member of our community, and seeks to ensure that its practices are fully inclusive. Every effort will be made to ensure that reasonable adjustments are made to accommodate members of our community with a disability, while bearing in mind the interests of others.

The school will examine each case to determine the best adjustments that can be made to accommodate the needs of those with a disability. Students with a disability are identified through the completion of the student application form during the admissions process. Staff undergo a pre-employment check as part of the medical clearance, so if any reasonable accessibility adjustments are required then it would be evidenced through this process and can be implemented.

All teaching staff have training to differentiate for the learning needs of all students, including those with a 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 School will

- keep SEN policy and EAL (English as an Additional Language) provision under review;
- continue to grow the mother-tongue provision;



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- review admission policy annually, ensuring that every consideration is given to provide access to applicants with disabilities; and
- improve 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 individuals 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 envisages a new campus in central London. This provides the school with the opportunity to reframe and improve access for disabled individuals.
- To monitor and amend, as necessary and with the cooperation of the school's current landlord, access to the school for disabled parents, visitors, service providers, and other guests of Halcyon.
- Ensuring that the needs of staff and students with a disability are fully considered in strategic planning for the development of 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 of information to all members of our community - information that is readily accessible to those 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 students and staff with visual impairments.
- Providing information in languages other than English, or providing access to digital translation services.

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Approved by the Board of Trustees, 16 May 2016. Reviewed January 2021. Approved by the Board of Trustees, June 3 2021

