

ACCESSIBILITY PLAN & POLICY 2026-2027
POLICY FOLDER: OPTIONS AUTISM & LD - SYON MANOR COLLEGE

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1.0 INTRODUCTION

It is a requirement under the Equality Act 2010 for Schools and College's to have an accessibility plan.

Implementation: It is the responsibility of line managers to ensure that staff members are aware of and understand this policy and any subsequent revisions.

Compliance: This policy complies with all relevant regulations and other legislation as detailed in the Compliance with Regulations & Legislation Statement.

2.0 VISION STATEMENT

Each young person who joins our college community will be welcomed and valued regardless of sex, race, belief, physical disability or learning difficulty. This accessibility plan focuses on a wide range of disability associated with pupils with Autism Spectrum Disorder and co-morbid conditions. At Syon Manor college, student achievement is celebrated in a student-centred teaching and learning environment and excellent achievement at college enables pupils to be as independent as possible so that they make the most of opportunities when they leave further education and move into adulthood.

The purpose of the accessibility plan is to ensure that all pupils have access to education in the three areas required by the planning duties in the Equality Act 2010.

1. Increasing the extent to which pupils with disabilities can participate in the college curriculum.
2. Improving the environment of the college to increase the extent to which pupils with disabilities can take advantage of education and associated services;
3. Improving information delivery to pupils with disabilities.

Outcomes First Group also recognises its responsibilities towards employees with disabilities, and will:

- Monitor recruitment procedures to ensure that persons with disabilities are provided with equal opportunities.
- Ensure that employees with disabilities are supported with special provision as appropriate to ensure that they can carry out their work effectively without barriers.

- Undertake reasonable adjustments to enable staff to access the workplace

3.0 DEFINITION

You're 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.

4.0 DEVELOPMENT & REVIEW

The accessibility plan is guided by the principles and procedures in the College's Single Equality Policy.

The plan will be on the College website and reviewed annually by the Senior Leadership Team to ensure it is effective.

Section 2: Aims and objectives

Our aims are to:

- Increase access to the curriculum for pupils with a disability
- Improve and maintain access to the physical environment
- Improve the delivery of written information to pupils

Aim	Current good practice <i>Include established practice and practice under development</i>	Objectives <i>State short, medium and long-term objectives</i>	Actions to be taken	Person responsible	Date to complete actions by
Increase access to the curriculum for pupils with a disability	Curriculum is subject to ongoing review to ensure it meets the needs of all pupils	The College's curriculum is currently under review to ensure that pupils with more complex communication needs are accessing learning to the best of their ability. As defined in the College Development Plan.	The College is introducing the a Preparation for Adulthood framework + toolkit to increase independence.	Whole Team approach at Syon Manor college	January 2024

Improve and maintain access to the physical environment	New entrance at the front of the College building to increase security measures and aid transitions in and out of the building. Split entrance and exit system at the for morning drop off and afternoon collection, to aid smooth transition and increase security measures for signing pupils in and out of the building.	Update traffic management plan for the College site, in to decrease the volume of transport vehicles at each site at any given time. Including access plan for emergency services.	Adjusted timetable for College students, which will accommodate the traffic management plan.	SMT and designated car park attendants.	December 2023
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Improve the delivery of written information to pupils	Augmentative and Alternative Communication Policy implemented across the College in January 2023, training delivered to all staff on a regular basis to ensure it is embedded into the curriculum. Speech and Language therapists meet regularly with class teams to provide advice on strategies to support lesson delivery.	To carry out NAS self-assessment to identify further areas of improvement and gain NAS accreditation.	Self-audit to inform action plan	Quality Action Group	September 2024
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Section 3: Access audit

Feature For example:	Description	Actions to be taken	Person responsible	Date to complete actions by
Number of floors	Stairs are kept clean, tidy and free from obstruction at all times	Maintain and ensure access	General staff team and facilities team	Ongoing
Corridor access	Corridors are kept clear at all times for general access	Weekly checks to ensure areas are safe and accessible.	Health and Safety Team and SLT	Ongoing
Parking bays	Disabled parking bay marked at the College site		Facilities Team	September 2023

Entrances	Fobbed access system on main entrances at both entrances to aid security measures, width of doors	None required	SLT and Facilities	N/A
Ramps	Suitable for wheelchair access College site.	Lift to be kept in full working order + regular servicing.	Team	N/A
	Designated classrooms with ramp access	None required	Principle and Facilities Team	
	One disabled toilet onsite, both with fitted alarm systems and Emergency cords.	None required	Head of College and Facilities Team	
Toilets				
Reception area	Accessible to wheelchair users	PEEP plan also in place for individuals who are wheelchair bound.	Head of College and Facilities Team	N/A

Internal signage	Disabled toilets clearly marked	None required	Head of College and Facilities Team	N/A
Emergency escape routes	Clearly marked emergency exit routes, as per fire evacuation plan for both sites. Flood evacuation plan in place for College site	Continue weekly alarm tests and scheduled fire drill practices. Minimum 5 per year.	Head of College and Facilities Team	N/A