



# Tuition, Medical and Behaviour Support Service

## Accessibility Policy

<b>Adopted:</b>	March 2018
<b>Reviewed:</b>	September 2023
<b>Next Review:</b>	September 2024
<b>Governing Committee:</b>	23 November 2023
<b>Responsibility:</b>	Lisa Bloomer

At Tuition, Medical and Behaviour Support Service our policy is to welcome all students into our school community. We will never discriminate against any student because of their sex; race; disability; religion or belief; sexual orientation; gender orientation nor will we discriminate against students who are pregnant or those who have just given birth.

The Equality Act 2010 defines disability as when a person has a 'physical or mental impairment that has an adverse, substantial and long-term effect on their ability to carry out normal day to day activities'. Some specified medical conditions, HIV, multiple sclerosis and cancer are all considered as disabilities, regardless of their effect. At Tuition, Medical and Behaviour Support Service a substantial percentage of our students will be considered as having a disability. It is therefore imperative that we make whatever reasonable adjustments/arrangements required to enable them to:

- Access the school curriculum
- Access the school environment
- Access information provided by the school

At Tuition, Medical and Behaviour Support Service we have a very student centred approach and our philosophy is that every child really does matter. We ensure that all students have access to a curriculum that is appropriate for their individual needs throughout the time they spend at TMBSS as well as trying to make the students as independent as possible for their next steps, whether that is a different school environment or preparing them for adulthood.

Due to the nature of Tuition, Medical and Behaviour Support Service we have Centres, hubs and hospital provisions geographically spread out across the whole county of Shropshire and although the ethos and philosophy is the same across the Service the physical environment in Centres, hubs and hospitals may vary. It is for this reason that each educational provision within TMBSS will produce its own accessibility plan.

The purpose of these accessibility plans are to ensure that all students 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 school curriculum;
2. Improving the environment of the school 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.

The governing body 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.

### **Development and Review**

- The accessibility plans are guided by the principles and procedures in the Service's Equality Policy.
- Individual Centres accessibility plans will be reviewed as and when required throughout the school year to reflect on the needs of individual students.
- As a minimum requirement the accessibility plans will be reviewed annually by the leadership team to ensure that they are relevant and effective.
- The plans will be on the school website.