



# Accessibility Policy

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Policies &  
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## Accessibility Policy

### 1. Introduction

This Policy is a statement of the principles and practices at Rotherham Opportunities College to ensure all people with disabilities: students, staff and visitors have full access to the physical environment and to the learning opportunities and the cultural and social life of the college. Underpinning this policy is the philosophy that all people, regardless of their abilities and disabilities, are to be treated fairly, with respect, and have an entitlement to equality of opportunity. By adjusting the environment some disabilities are minimized and the environment becomes accessible to all. This policy should be read alongside the Equality Act 2010.

### 2. Mission Statement

At Rotherham Opportunities College, we are committed to ensuring equality of education and opportunity for students, staff and other who receive services from the college. We aim to develop a culture of inclusion and diversity in which people feel free to disclose their disability and to participate fully in college life. We will make reasonable adjustments to make sure that the college environment is as accessible as possible. At Rotherham Opportunities College, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

### 3. Equality Act 2010

The Equality ACT 2010 protects individuals from discrimination.

The following characteristics are protected characteristics— age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation, it defines a disabled person as someone who has *'a physical or mental impairment' which has a substantial or long-term adverse effect on his or her ability to carry out normal day-to-day activities*.

Discrimination can take place in two ways:

- Treating a person 'less favourably' than others for a reason relating directly to their disability.
- Failing to make 'reasonable' adjustments to ensure individuals are not placed at a 'substantial disadvantage' for a reason relating to their disability.



#### 4. Aims

This policy aims to comply with the Public Sector Equality Duty 2011 which has three aims under the general duty for educational settings which:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. By removing or minimising disadvantages suffered by people due to their protected characteristics.
- Advance equality of opportunity between people who share a protected characteristic and those who do not. By taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Foster good relations between people who share a protected characteristic and those who do not. By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Rotherham Opportunities College understands and recognises the nine protected characteristics/groups protected by the Act:

1. Age
2. Disability
3. Sex
4. Race
5. Religion and belief
6. Pregnancy and maternity
7. Sexual orientation
8. Gender reassignment
9. Marriage and civil partnership

In compiling this equality information we have examined how the college engages with the protected groups, identifying where practice could be improved.

#### 5. Principles

- The college environment is as accessible as possible to students, staff and visitors to the college. E.g. wheelchair access and signage.



- All students at Rotherham Opportunities College will play a full part in the life of the college and have opportunities to participate in the college both internally and in the community.
- Any bullying and harassment of students and staff will be monitored and information acted on.
- Information is available to parents, visitors, students and staff in a variety of formats to support accessibility. Communication will avoid the use of jargon and use a 'plain English' approach.
- An annual accessibility audit is undertaken to ensure there is forward planning to cater for changes in the college population.
- Students of the ROC are encouraged to be as independent as possible including the provision of walkers for students who need support.
- Staff are supported to complete a maternity risk assessment to help keep them safe by adjusting their work accordingly.

## 6. Access to the curriculum

All staff need:

- To ensure all students are communicated with in an appropriate format;
- To ensure students with a sensory impairment e.g. visual impairment, hearing impairment have alternative access to the curriculum e.g. tactile approaches, larger screens, magnifiers;
- To ensure all parts of the building are wheelchair accessible and wheelchair users have access to a low level sink in the kitchen area of the college;
- To ensure all students have full access to the social opportunities of Rotherham Opportunities College;
- To ensure all students have a broad and balanced curriculum and are not excluded from activities due to their physical/ sensory disabilities;
- To explore the use of technology to enable student's independence.

## 7. Monitoring

To meet the Disability Equality Duty, it is essential that aspects of college life are monitored to identify whether there is an adverse impact on young people with disabilities. The following should be monitored:

- Disabled staff (including numbers, type of disability and satisfaction rates in staff surveys etc.);



- Access issues are invited from students and staff on an on-going basis;
- Student resources meet individual needs; progress of students is routinely monitored.

To meet the Gender Equality Duty we take active steps to comply with both

- Sex Discrimination Act and Equal Pay Act;
- Take active steps to promote equality of opportunity between genders;
- We monitor and review student progress in relation to gender and make necessary adjustments if there is any discrepancy;
- Follow Local Authority guidance on Equal Pay.

To meet the Race Equality Duty we undertake

- To at all times be vigilant for aspects of our work, which may hurt or disadvantage others;
- All acts of bullying and harassment will not be tolerated. Racism in all its forms is not acceptable and will be challenged;
- Any form of racial bullying is reported termly to the local authority.

We intend that our policies, procedures and activities should promote:

- Positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people;
- Positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation, national origin or national status, and an absence of prejudice-related bullying and incidents;
- Mutual respect and good relations between staff and students.

## 8. Contact with parents and carers

When providing newsletters and information for parents and carers, colleges should make this information available in an accessible format so that parents or carers who may be, for example, visually impaired, can access the information.

## 9. Hiring transport

The college is aware of Section 6 of the Transport Act when hiring transport as it puts new duties on transport providers, including the bus and coach companies, and the taxi and private hire car trade. The requirement to provide accessible vehicles is extended

to include these transport providers. Bus companies will not be able to refuse a job because, for example, it may take longer to pick up disabled students.

