



## Accessibility Policy

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### Introduction

The Royal Ballet School acknowledges its responsibilities under the Special Education Needs and Disability Act 2001 (SENDA) and the Equalities Act 2010, and seeks to offer reasonable access to the School for any students, members of staff, Governors, volunteers or visitors with any form of disability.

The School's SEND policy indicates how the School aims to provide equal access to the curriculum for students, especially those with Special Educational Needs or who are Gifted and Talented.

The Royal Ballet School recruits students for their excellence or potential for excellence in dance. It therefore operates a "permitted form of selection". This exception to the usual anti-discrimination rules is found in Schedule 11, Part 3, Paragraph 8 of the Equality Act 2010:

Disability discrimination: Permitted form of selection

- (1) A person does not contravene section 85(1), so far as relating to disability, only by applying a permitted form of selection.
- (2) In relation to England and Wales, a permitted form of selection is -
  - (c) in the case of an independent educational institution, arrangements which provide for some, or all of its pupils, to be selected by reference to general or a special ability or aptitude, with a view to admitting only pupils of high ability or aptitude.

This Disability Access Plan therefore aims to show how the School seeks to give access to any disabled members of staff, Governors, volunteers or visitors and to students disabled by illness or injury. The current plan runs from 1<sup>st</sup> April 2015 to 31<sup>st</sup> March 2018.

### Definition of Disability

The following documents have informed the School's understanding of disability.

- a) Introduction to: "Schools and the Disability Equality Duty in England and Wales, Guidance for Governors, Head teachers, teaching and support staff working in schools in England and Wales." <http://www.dotheduty.org/files/Primaryandsecondaryeducation.doc>
- b) "Accessible Schools: Summary Guidance" [http://www.teachernet.gov.uk/doc/2215/Accessible\\_Schools.pdf](http://www.teachernet.gov.uk/doc/2215/Accessible_Schools.pdf)
- c) C. Office for Disability Issues [www.od.gov.uk/](http://www.od.gov.uk/)
- d) D. Equality and Human Rights Commission <http://www.equalityhumanrights.com/en/Pages/default.aspx>

The guidance documents referred to above state that: "Reference to 'disabled people' includes disabled children, young people and adults, as pupils, employees, governors, parents and carers and other members of the wider community that might use school premises for leisure or other activities. The definition of disability covers a broad spectrum of impairments including: cancer; diabetes; epilepsy; HIV; multiple sclerosis; hearing or sight impairments; mobility difficulties; people with mental health conditions or learning difficulties/disabilities."

### Review

The School carries out an access audit to identify potential barriers to access in all areas of School life together with recommended improvements, including:

- The physical environment
- The provision of auxiliary aids and services

- Teaching and learning strategies
- The curriculum
- Staff training
- The culture and ethics of the School
- The provision of written information

The School aims to:

- Review and improve the School's arrangements for accessible information
- Use the routine refurbishment and maintenance/equipment budgets to improve the physical environment of the School
- Allocate adequate resources to accessibility
- Keep the accessibility plan under review and revise it as necessary in the business planning cycle
- Welcome accessible complaints whereby disabled people can make improvement suggestions and request assistance

### **White Lodge**

In some areas of White Lodge, access is complicated by the layout of the historic buildings. The key action here will be devising and signposting routes that will enable access for those with reduced mobility. Specifying emergency procedures is vital. Current proposals for improving access include the installation of disabled and general toilet facilities just off the main reception area.

### **Upper School**

Once inside Upper School access is good, with the lift serving all floors. Specifying emergency procedures is vital.

### **Wolf House and Jebson House**

These present many problems of access. Fully compliant facilities will be available in the new 1<sup>st</sup> & 2<sup>nd</sup> Year boarding house due to open in Pimlico in March 2016. Improvements will then be planned to Jebson House that will then be occupied by the 3<sup>rd</sup> Year students.

### **Action Plan 1<sup>st</sup> April 2015 to 31<sup>st</sup> March 2018**

Attached below.

**Accessibility Three Year Action Plan 1<sup>st</sup> April 2015 to 31<sup>st</sup> March 2018**

Area - General	Action 2015	Action 2016	Action 2017	Responsible Person / Comment
School invitations (Open Days, performances) to include sentence requesting information in advance of any special requirement e.g. wheelchair access	Implemented for all events 2015/16 onwards. <u>Action for any new documentation sent out Development &amp; Administration – ongoing</u>	Development & Administration teams to review effectiveness of changes and consider further adjustments to any wording or special instructions. <u>SEC/SG to action Aug 2016</u>	Development & Administration teams to review effectiveness of existing documentation and consider further adjustments to any wording or special instructions. Consider adding special request to website notices for events as website developed. <u>SEC/SG to action Aug 2017</u>	School Admin / Development team to update standard documentation as required.
Audition letters to ask parents to inform the school of any diagnosed disability / medical condition for which special provision needs to be made.	Implement for 2015/16 onwards <u>Action Outreach team LT/GS Dec 2015</u>	Auditions and School admin to review effectiveness of change and reconsider further adjustments. Inform Operations team of any building changes required for repeating themes or needs identified. Update on proposed iSAMS online application process. <u>GS/LT/SG to action Sep 2016</u>	Auditions admin to review effectiveness of ongoing changes and reconsider further adjustments to any wording or special instructions. Inform Operations team of any building changes required for repeating themes or needs identified. Further develop use of iSAMS and website. <u>GS/LT/SG to action Sep 2017</u>	Auditions admin to update correspondence / application data for 2016/7 auditions invites
Publish Admissions Policy and SENDA policies on website.	Implement for 2015/16 onwards <u>Action KLD/AC Nov 2015</u>	Ensure updated/reviewed versions of policies posted to website – <u>Admissions Sep 2016 Action KLD/AC</u> and <u>SENDA Nov 2016 Action KLD/AW/AC</u>	Ensure updated/reviewed versions of policies posted to website – <u>Admissions Sep 2017 Action KLD/AC</u> and <u>SENDA Nov 2017 Action KLD/AW/AC</u>	APP/School Admin / Communications Manager to action

<b>Access by car/vehicle</b>				
Designate spaces for disabled parking / dropping off.	Head of Site Operations to implement on receipt of planning approval. <u>Action RA/Operations as soon as permission received.</u>	Consider need for any additional Disabled parking spaces and possible improved wheelchair ramp provision into Reception. <u>Action RA/Operations Aug 2016</u>	Review current provision and identify any possible improvements. <u>Action RA/Operations Aug 2017</u>	Planning application submitted to Richmond Borough Council in September 2015 for rationalisation of front areas.
Ensure that car park at White Lodge is well lit and surfaced.	Head of Site Operations to implement on receipt of planning approval <u>Action RA/Operations as soon as permission received.</u>	Ensure maintenance regimes are sufficient and check lighting and re-bulb as required. <u>Action Operations/RA Aug 2016 and ongoing</u>	Review current provision and identify any possible improvements. Ensure maintenance regimes are sufficient and check lighting and re-bulb as required. <u>Action Operations/RA Aug 2017</u>	Planning application submitted to Richmond Borough Council in September 2015 for rationalisation of front areas.
Review gate system at White Lodge to ensure access to disabled drivers.	Head of Site Operations to implement adjustments to height of call button on receipt of planning approval <u>Action RA/Operations as soon as permission received.</u>	Site team to monitor the effectiveness of any changes and make adjustments as needed. <u>Action Operations/RA Aug 2016 and ongoing</u>	Review provision and make adjustments as needed. <u>Action Operations/RA Aug 2017</u>	Planning application submitted to Richmond Borough Council in September 2015 for rationalisation of front areas.
<b>Events</b>				
Review installation of induction loops.	Include as part of theatre upgrade in 2015/16 as part of planned maintenance works programme. <u>Action JW/Operations</u>	Theatre Technician to maintain the system and regularly check it is in good working order. <u>Action JW Aug 2016.</u>	Theatre Technician to review any changes to available technology and update as needed. <u>Action JW Aug 2017.</u>	Head of Site Operations to coordinate with Theatre Technician
<b>Toilets – White Lodge</b>				
Provide accessible disabled toilet near Reception at White Lodge	Head of Site Operations to include in the 2015/16 works programme. <u>Action RA/Operations Dec 2015</u>	No further action required.	No further action required.	Head of Site Operations to coordinate project.

Emergency				
Emergency strategy and routes.	<p>Head of Site Operations to ensure new routes and refuges designated in the Emergency Plan are signed, kept as clear ways and the grab bags (Upper School studios) and Emergency boxes (White Lodge external exits) are properly equipped and maintained.</p> <p><u>Action Termly checks by Operations from Dec 2015</u></p>	<p>Operations Site team to regularly monitor and check equipment and ensure refill grab bags and emergency boxes. Action Termly checks by Operations.</p> <p>Annual review of emergency evacuation procedures and plan.</p> <p><u>Action RA/CC Aug 2016 and ongoing</u></p>	<p>Operations Site team to regularly monitor and check equipment and ensure refill grab bags and emergency boxes. Action Termly checks by Operations.</p> <p>Annual review of emergency evacuation procedures and plan.</p> <p><u>Action RA/CC Aug 2017 and ongoing</u></p>	New Emergency Plan/ policy in place – Head of Site Operations to oversee.
Provide emergency 'wheelchairs'.	<p>Site Operations Coordinator to purchase new wheelchair for Upper School.</p> <p><u>Action CC Nov 2015</u></p>	<p>Check wheelchair in good working order.</p> <p><u>Action CC Aug 2016</u></p>	<p>Check wheelchair in good working order, replace if needed.</p> <p><u>Action CC Aug 2017</u></p>	Site Operations Coordinator to implement.