



ROYAL
BALLET
SCHOOL

SETTING THE STANDARD

ACCESSIBILITY POLICY

JULY 2018

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Updated: 1 July 2018 (RA): Next Review: July 2019

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ACCESSIBILITY POLICY

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 classical ballet. 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 1st September 2016 to 31st March 2019.

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
- c) Office for Disability Issues www.odi.gov.uk/
- 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. However, major improvements were made in 2016 with the construction of easily accessible new disabled and general toilet facilities just off the main reception area. Disabled access is catered for in the Margot Fonteyne Theatre area with a lift and disabled toilet facility.

In 2017 major work was undertaken on the car park improving the surface and adding dedicated disabled parking bays.

Upper School

Once inside Upper School access is good, with the lift serving all floors and provision of two disabled toilet facilities. Specifying emergency procedures is vital.

Aud Jepsen Hall and Jepsen House

The new 1st and 2nd Year Upper School student accommodation at Pimlico has been built to meet DDA standards within the constraints allowed for a Grade 2 Listed Building. There is a lift to all floors, safe fire refuges for disabled users and a disabled toilet on the Ground floor for injured students or visitors to the house. Improvement to access to Jepsen House (the 3rd Year student accommodation) is also constrained by its Grade 2 Listed Building status and the fact that it is a leased building not under the School's direct control.

Action Plan 1st September 2016 to 31st August 2019

Attached below.

Accessibility Three Year Action Plan 1st April 2017 to 31st March 2019

Area - General	Action 9/2016 to 8/2017	Action 9/2017 to 8/2018	Action 9/2018 to 8/2019	Responsible Person / Comment
School invitations (Open Days, performances) to include sentence requesting information in advance of any special requirement e.g. wheelchair access	<p>Implemented for all events 2016 onwards.</p> <p><u>Action for any new documentation sent out Development & Administration – ongoing</u></p>	<p>Development & Administration teams to review effectiveness of changes and consider further adjustments to any wording or special instructions.</p> <p><u>SEC/SG to review in Sep 2017</u></p>	<p>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.</p> <p><u>SEC/SG to review in Sep 2018</u></p>	<p>School Admin / Development team to update standard documentation as required</p>
Audition letters to ask parents to inform the school of any diagnosed disability / medical condition for which special provision needs to be made	<p>Implement for 2016 onwards</p> <p><u>Action Outreach team LT/GS Dec 2016</u></p>	<p>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.</p> <p><u>GS/LT/SG to review in Sep 2017</u></p>	<p>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.</p> <p>Further develop use of iSAMS and website.</p> <p><u>GS/LT/SG to review in Sep 2018</u></p>	<p>Auditions admin to update correspondence / application data for 2016/7 auditions invites</p>

Publish Admissions Policy and SEND policies on website	Implement for 2016 onwards <u>Action KLD/AC Nov 2016</u>	Ensure updated/reviewed versions of policies posted to website – <u>Admissions Sep 2017 Action KLD/AC</u> and <u>SEND Nov 2017 Action KLD/PA/AC</u>	Ensure updated/reviewed versions of policies posted to website – <u>Admissions Sep 2018 Action KLD/AC</u> and <u>SEND Nov 2018 Action KLD/PA/AC</u>	APP/School Admin / Communications Manager to action
Access by car/vehicle				
Designate spaces for disabled parking / dropping off and collection	Completed July 2017	No further action	No further action	Head of Site Operations to review and ensure maintenance requirements included in future budgets.
Ensure that car park at White Lodge is well lit and surfaced.	Completed July 2017	No further action	No further action	Head of Site Operations to review and ensure maintenance requirements included in future budgets.

Review gate system at White Lodge to ensure access to disabled drivers.	Call buttons positioned so accessible while sitting in car.	Site team to monitor the effectiveness of any changes and make adjustments as needed <u>Action Operations/RA Sep 2017 and ongoing</u>	Review provision and make adjustments as needed. <u>Action Operations/RA Sep 2018</u>	As above
Toilets – White Lodge				
Provide accessible disabled toilet near Reception at White Lodge	Work completed in April 2016	No further action required.	No further action required	Head of Site Operations to review and include upkeep in future maintenance budgets
Emergency				
Emergency strategy and routes	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.	Operations Site team to regularly monitor and check equipment and ensure refill grab bags and emergency boxes. Action Termly checks by Operations. Annual review of emergency evacuation procedures and plan.	Operations Site team to regularly monitor and check equipment and ensure refill grab bags and emergency boxes. Action Termly checks by Operations. Annual review of emergency evacuation procedures and plan. <u>Action RA/EC Sep 2018 and ongoing</u>	New Emergency Plan/ policy in place – Head of Site Operations to oversee

	<u>Action Termly checks by Operations from Dec 2015</u>	<u>Action RA/CC Sep 2017 and ongoing</u>		
Provide emergency 'wheelchairs'.	Wheelchairs provided at both School sites	Check wheelchair in good working order <u>Action CC Sep 2017</u>	Check wheelchair in good working order, replace if needed. <u>Action EC Sep 2018</u>	Site Operations Coordinator to implement
Aud Jebsen Hall / Jebsen House				
Review accessibility facilities at the houses	Head of Site Operations to keep under review. <u>Action RA Sep 2016</u>	Head of Site Operations to keep under review <u>Action RA Sep 2017</u>	Head of Site Operations to keep under review <u>Action RA Sep 2018</u>	AJH new build and complies with DDA requirements. JH is listed building and adaptations are restricted