



ROYAL  
BALLET  
SCHOOL

SETTING THE STANDARD

## ACCESSIBILITY POLICY

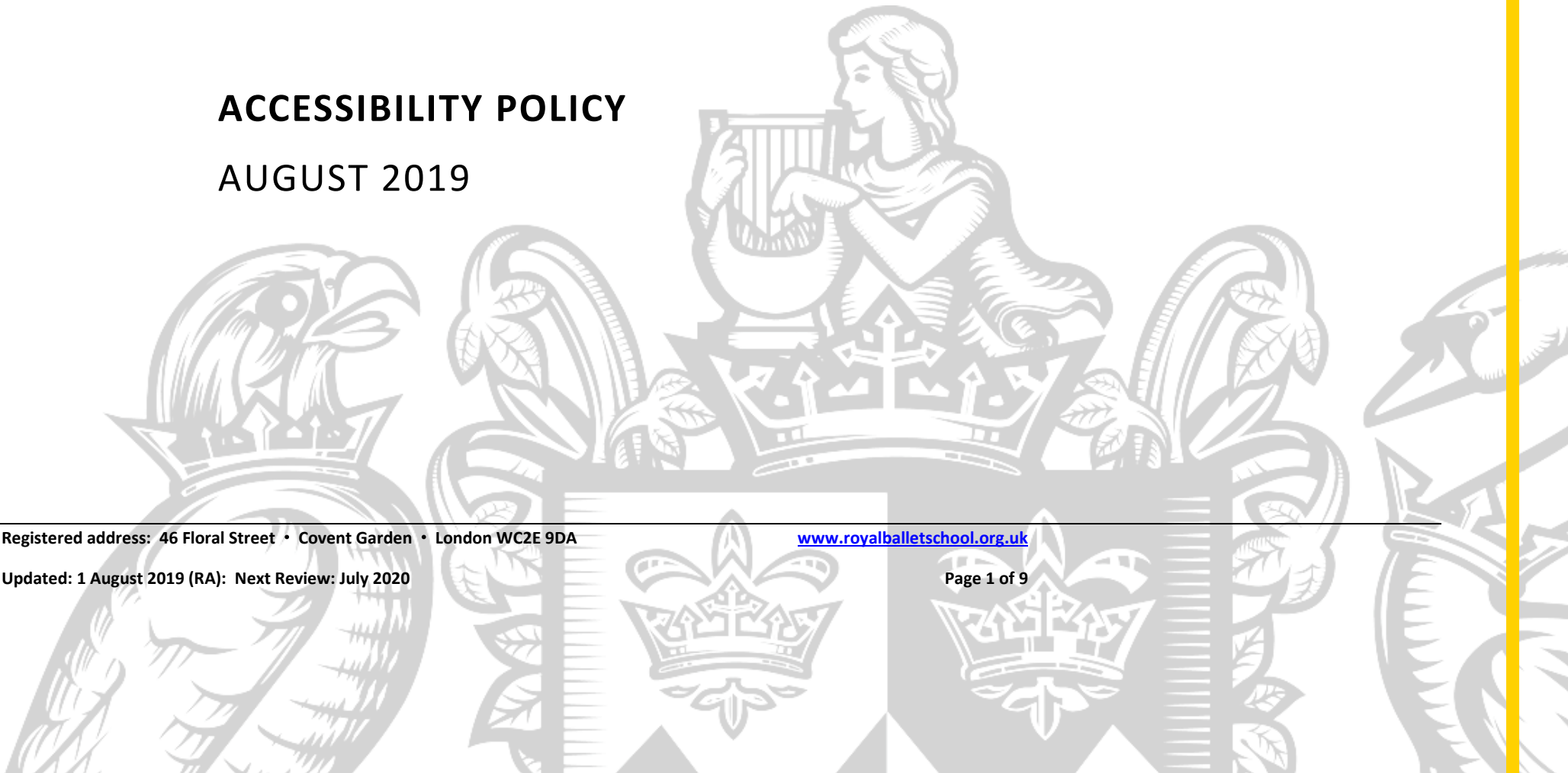
AUGUST 2019

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[www.royalballetschool.org.uk](http://www.royalballetschool.org.uk)

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## 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 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 1<sup>st</sup> September 2016 to 31<sup>st</sup> 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](http://www.teachernet.gov.uk/doc/2215/Accessible_Schools.pdf)
- c) Office for Disability Issues [www.odi.gov.uk/](http://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 Fonteyn 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.

In 2019 the School installed a motorised door to one of the office areas. This allowed for improved access for a disabled member of staff. The School also purchased (with the aid of a Disabled Funding Grant) new IT and office equipment for the member of staff

### **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 Jebsen Hall and Jebsen House**

The new 1<sup>st</sup> and 2<sup>nd</sup> 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 Jebson House (the 3<sup>rd</sup> 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 1<sup>st</sup> September 2017 to 31<sup>st</sup> August 2020**

Attached below.

**Accessibility Three Year Action Plan 1<sup>st</sup> September 2017 to 31<sup>st</sup> August 2020**

Area - General	Action 9/2017 to 8/2018	Action 9/2018 to 8/2019	Action 9/2019 to 8/2020	Responsible Person / Comment
School invitations (Open Days, performances etc.) to include sentence requesting information in advance of any special requirement e.g. wheelchair access	Development & Administration teams to review effectiveness of changes and consider further adjustments to any wording or special instructions	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.	Accessibility information added to website for general information and when advertising any special events/performances held at one of the School sites.	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	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	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.	Audition admin to look to build in requirements to the new School admission system OpenApply	Auditions admin to update correspondence / application data as required

Publish Admissions Policy and SEND policies on website	Ensure updated/reviewed versions of policies posted to website	Ensure updated/reviewed versions of policies posted to website	Ensure updated/reviewed versions of policies posted to website	APP/School Admin / Communications Manager to action
Motorised door for improved access to White Lodge office area		Door installed to allow better access and security for member of staff – July 2019	Site Operations Co-ordinator to timetable regular maintenance and service visits	Head of Site Operations to review and ensure maintenance requirements included in future budgets.
<b>Access by car/vehicle</b>				
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.	As above
<b>Toilets – White Lodge</b>				
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
<b>Emergency</b>				
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	Operations Site team to regularly monitor and check equipment and ensure refill grab bags and emergency boxes. Action Termly checks by Operations.	Operations Site team to regularly monitor and check equipment and ensure refill grab bags and emergency boxes. Action Termly checks by Operations.	New Emergency Plan/ policy in place – Head of Site Operations to oversee



	exits) are properly equipped and maintained. <u>Action Termly checks by Operations from Dec 2015</u>	Annual review of emergency evacuation procedures and plan. <u>Action RA/CC Sep 2017 and ongoing</u>	Annual review of emergency evacuation procedures and plan. <u>Action RA/EC Sep 2018 and ongoing</u>	
Provide emergency 'wheelchairs'.	Wheelchairs provided at both School sites	Check wheelchair in good working order	Check wheelchair in good working order, replace if needed. <u>Action EC Sep 2019</u>	Site Operations Coordinator to implement
Personal Emergency Evacuation Plan (PEEP) for disabled member of staff		PEEP produced for member of staff based at White Lodge	Head of Site Operation to ensure that PEEP is up to date for new office arrangements <u>Action RA Sep 2019</u>	Head of Site Operation to review annually or as required
<b>Aud Jebson Hall / Jebson House</b>				
Review accessibility facilities at the houses	Head of Site Operations to keep under review.	Head of Site Operations to keep under review	Head of Site Operations to keep under review <u>Action RA Sep 2019</u>	AJH new build and complies with DDA requirements. JH is listed building and adaptations are restricted