



William Henry Smith School and Sixth Form

Accessibility Plan

Policy Details

Status:	In-house
Frequency of review:	Annually
Lead member of staff:	Karl Adamski
Responsibility of:	Karl Adamski
Last reviewed:	Spring 2026
Next Review Date:	Spring 2027
Policy Number:	SWS14

1. Introduction

The William Henry Smith School and Sixth Form is committed to ensuring equal access and opportunity for all learners, particularly those with SEND, in line with our charitable aims and legal obligations. Our students are primarily placed via local authority EHCPs and are funded through EHCP top-up funding and the ESFA.

This Accessibility Plan outlines how we aim to improve access to:- The curriculum- The physical environment- Information and communication.

2. Legal Framework

This plan is written in accordance with:

- Equality Act 2010
- Children and Families Act 2014
- SEND Code of Practice (0–25 years)
- The Education Act 1996
- Public Sector Bodies (Websites and Mobile Applications) Accessibility Regulations 2018
- Health and Safety at Work Act 1974
- Building Regulations 2010: Part M (Access to and use of buildings)

3. Our Vision

We are committed to removing barriers to learning and participation for all students aged 5–19 with complex SEMH and associated needs by creating an inclusive, responsive, and enabling educational environment.

This vision is driven by our Foundation Values:

Unwavering Integrity – We act with honesty and purpose, holding ourselves to the highest standards to ensure every decision improves accessibility, inclusion, and outcomes for those we serve.

Close Collaboration – We work in partnership with families, local authorities, and professionals, recognising that meaningful accessibility is achieved through shared understanding and collective effort.

Compassionate Curiosity – We take time to understand each individual’s needs, experiences, and aspirations, using this insight to design personalised approaches that remove barriers and support growth.

Empowering Community – We foster a culture of belonging where every individual feels valued, heard, and supported, ensuring accessibility is embedded across all aspects of school life.

Visionary Thinking – We continuously strive to improve, innovate, and raise standards, creating opportunities that enable all learners to exceed expectations and realise their full potential.

Current Accessibility Strengths

William Henry Smith School & Sixth Form already provides several accessible features including:

- Specialist SEND provision tailored for SEMH needs
- Individual One Plans and personalised learning approaches
- Support staff trained in SEMH strategies
- Adapted curriculum pathways
- Pastoral support systems
- Accessible toilets and welfare facilities
- Small class sizes and personalised teaching strategies

4. Objectives

Objective Area	Actions	Responsibility	Timescale
Ensure all students can access the curriculum	Provide differentiated teaching strategies and personalised learning plans	Head of Curriculum/ Head of Education/SENCO / Teaching Staff	Ongoing
Improve staff understanding of accessibility and SEND	Provide ongoing training in SEMH, neurodiversity, trauma-informed practice and inclusive teaching	Senior Leadership Team	Annually
Improve access to assistive technology	Introduce or expand use of laptops, speech-to-text software, and assistive learning tools where required	IT Lead / SENCO	2026–2028
Increase engagement in enrichment activities	Ensure trips, clubs and extracurricular activities are	Head of Curriculum/ Head of	Ongoing

accessible and supported Education/Heads of Department

5. Improving the physical environment

Objective	Actions	Responsibility	Timescale
Improve accessibility of school buildings	Conduct regular accessibility audits of buildings and facilities	SLT/Head of Premises/Head of Corporate compliance	Annually
Ensure accessible routes across the site	Maintain clear pathways and signage	SLT/Head of Premises/Head of Corporate compliance	Ongoing
Improve sensory environments	Provide calm spaces and sensory regulation areas for students	Head of Curriculum/ Head of Education/ Occupational Therapy team	2026–2027
Improve accessibility of outdoor areas	Ensure safe and accessible access to recreational spaces	SLT/Head of Premises/Head of Corporate compliance	2026–2028

6. Improving access to information

Objective	Actions	Responsibility	Timescale
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Ensure school information is accessible	Provide information in different formats (large print, simplified language, digital) where required	SLT/Admin Team	Ongoing
Improve accessibility of the school website	Ensure the website complies with accessibility standards (WCAG guidelines)	SLT/IT Lead / Media, Events and Marketing manager	2026
Improve communication with families	Offer flexible communication methods including email, phone, and online platforms	Head of Curriculum/Head of Education/Heads of Departments/Administration Team	Ongoing

7. Monitoring and Evaluation

- oversight: The Governing Body will receive an annual report on progress
- student voice: feedback from student council and EHCP reviews will inform ongoing development
- Staff involvement: CPD and feedback loops will be used to drive improvement. - Parent/Carer Engagement: Annual surveys and parent forums.

This plan is published on the Foundation website and is available in alternative formats upon request. It will be reviewed every 3 years, with interim updates as required.

8. Linked policies

- Equality and Diversity Policy
- SEND Policy
- Behaviour Policy
- Health and Safety Policy
- Curriculum Policy