



Accessibility Policy

Productive Learning UK Limited is committed to providing an inclusive environment in which all learners gain confidence, develop their abilities, and are supported to achieve their potential. To this end we:

- Value the needs of all our learners.
- Remain positive towards learners, whatever the barriers to their learning.
- Have in place identification, assessment, and intervention procedures.
- Value partnerships with parents and agencies.

Overview

The Special Needs and Disability Act require that we plan in three main areas:

- Increasing access for learners with special needs and disabilities to the provision, teaching and learning, and the wider curriculum.
- Improving access for learners and other stakeholders with disabilities to the physical environment of the learning centre.
- Ensuring effective communications with stakeholders for whom English is not their first language.

Definition

The term disability does not refer exclusively to people with a physical disability and therefore focus entirely on physical access issues. The act defines disability as:

“A person has disability if they have a physical or mental impairment that has a substantial and long- term adverse effect on their ability to carry out normal day to day activities”.

Our accessibility plan must also consider all aspects of special educational needs; it must also be ‘anticipatory’ in that we must consider current and future learners.

Access to the Curriculum

If learners with disabilities are to be meaningfully included, attention needs to be given to designing and maintaining the physical environment.

At Productive Learning UK Limited this includes:

- Learning – curriculum adaptation, personalisation, and Individual education plans – this area must maximise learners access to an appropriate curriculum.
- Classroom – this needs to be safe and facilitate mobility, sensory needs, and accessibility.
- Timetable – including movement between skills session and learning.
- Access to facilities.



- Activities that support health and wellbeing.
- Polices.
- Break times.
- Interaction with peers.
- Rewards and consequences.
- Arrangements for working with other agencies – meetings and dialogue should be pursued between Productive Learning UK Limited and all stakeholders so that all information is shared and collective responses to need are established, and responsibilities made clear.
- Preparation for transition – whether a learner is moving between key stages, moving, or reintegrating into school, starting a trial at another school, or learning how to travel independently.

Our staff need to be flexible enough to adapt approaches, to enable all learners to learn effectively. We will endeavour to do the following:

- Adapt our language and explanations to suit individual needs.
- Enable all learners to show interest, knowledge, and skills despite difficulties with communication.
- Give guidance to learners, staff, and other agencies.
- Be aware of fatigue – learners with disabilities often have to try harder than others.
- Watch out for signs of failing confidence and low self- esteem.
- Be prepared to challenge negative attitudes in other learners.

Accessible Classroom

We will endeavour to facilitate the following:

- Provide enough space for learners with disabilities to move about.
- Toilet and wash facilities need to be within proximity, accessible and usable.
- Provide wherever possible a breakouts area for learners who find it difficult to concentrate for any length of time.
- Copying from a whiteboard can be a problem and may need to be avoided. The use of different coloured pens may be beneficial to some learners.
- Where available different coloured paper and coloured overlays can be provided for specific learners with disabilities as advised by health care professionals.
- Resources and equipment should be clearly labelled and neatly arranged to be found easily.

Access to the Physical Environment

We will endeavour to facilitate the following:

- Easy access into all areas of the facility – ramps etc.
- Easy access around all premises.



Policy Review

This policy will be reviewed regularly in line with legislative updates, and in any event not less than annually.

A handwritten signature in black ink, appearing to read "N. Morris", is written over a horizontal line.

Nicholas Morris
Director – Productive Learning UK Limited