



RGS SURREY HILLS

Accessibility Plan

Policy Author:	Hayley Robinson (Headmistress)
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RGS Surrey Hills Accessibility Plan 2025-2027 (as required by the Equality Act 2010)

Objective	How to be achieved	Constraints	Target Date
1. Increasing the extent to which pupils can participate in the curriculum			
The continued provision of a full time Head of Learning Development (SENDCo).	Direct inclusion and management by the Deputy Head. Ensuring a consistent variety of curriculum delivery methods by maximising use of technology, environmental opportunities and strategies or guidance provided by the Head of Learning Development (SENDCo).	Potential limitation of delivery methods when working with groups of pupils who have a range of additional needs at one time.	Ongoing/annual
Continue to offer the full range of options, designed from scratch for each year group and taking account of individual needs and disabilities of students	Deputy Head Academic continues to plan option blocks and timetable each year ensuring all pupils with disabilities and/or additional access requirements can fulfil their potential across the curriculum. Director of PDC to ensure that protected characteristics are understood and respected by all pupils and staff.	Breadth of staffing options available to us when modelling and delivering timetable across all year groups.	Ongoing/annual
2. Improving the physical environment			
To improve areas where access is difficult.	The more modern buildings have lifts and accessible toilets which provide student accommodation and classroom facilities. Timetabling by the Deputy Head ensures appropriate provision. Accessibility will be considered as part of any future building, refurbishment or rooming decisions.	The school is a mix of modern and historic buildings, some are listed.	Ongoing/annual
3. Improving the delivery of information to disabled pupils			
To move most resources to soft copy in a shared file area on our computer network. This will enable print off in different font sizes	Heads of Department are consistently and regularly reviewing schemes of work which will include shared resources in a shared area or on OneNote and accessible to students via Office 365. This will enable teachers to deliver content and resources in the most effective way for all/different pupils.	Time constraints – ability to get all staff together at the same time.	Ongoing/annual
To continue work with Teaching Assistants where appropriate.	Head of Learning Development (SENDCo) and teaching assistants help to train staff in areas of specialism according to student need using INSETs, staff briefings and more bespoke CPD where necessary.	Time constraints – ability to get all staff together at the same time.	Ongoing/annual

	SEND Team and SLT to ensure all student information is consistently updated as changes or developments occur.		
Use of radio microphones for deaf students	To accommodate for students with disabilities, for example those who have hearing impairments and may require the implementation of the use of microphones during larger events, where necessary. For SLT and Head of Learning Development (SENDCo) to ensure that departments such as IT are briefed on technological requirements.	Reliability of specialist equipment	Ongoing/annual