RGS Worcester Family of Schools Accessibility Plan

01/01/2025 – 01/01/2028

This Accessibility Plan is drawn up in compliance with current legislation and requirements as specified in Schedule 10, relating to Disability, of the Equality Act 2010. School Governors are accountable for ensuring the implementation, review and reporting on progress of the Accessibility Plan over a prescribed period.

The Equality Act (2010) states that a person has a disability if:

- they have a 'physical or mental impairment', and
- the impairment 'has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities'

The RGS Worcester family of schools are committed to providing accessible environments which value and include all pupils, staff, parents and visitors regardless of physical, sensory, social, spiritual, emotional and cultural needs. We believe we already do this well but are committed to continuing in our approach to improve accessibility and mutual respect for each other and to developing a culture of awareness, tolerance and inclusion.

"IT'S A FEELING OF COMMUNITY.
THAT YOUR FAMILY CAN BELONG EXACTLY AS YOU ARE."

RGS Worcester Family of Schools comprise four separate sites: RGS Dodderhill, RGS The Grange, RGS Springfield and RGS Worcester. All campuses include some buildings of listed status which means that some parts of the School are not easily accessible to wheelchair users, however all plans for refurbishment projects consider the feasibility of accessible provisions, in line with our overall aims of being a welcoming, inclusive and empowering School where everyone feels they belong.

Our aims with this Plan are to:

- Improve and maintain access to the physical and virtual spaces of the School
- Increase access to the curriculum for pupils with identified Special Educational Needs and/or Disabilities

Target	Examples of Current Good Practice	Strategies & Next Steps	Timescale	Responsibility	Annual Review
To facilitate **wheelchair access** to all areas of the School, where it is reasonably practicable to do so.	A portable ramp enabling access to most buildings for wheelchair users. The more recent buildings have in-built lifts. The timetabling of lessons into roomings with wheelchair access. Staff trained to push wheelchairs around sites safely.	A review of accessibility needs for permanent wheelchair access into main Receptions for all visitors to the School. Review costings for purchasing several portable ramps for strategic placement across the campuses. A review of access into buildings which are currently more difficult to access, for example Science laboratories. All plans for refurbishment projects to consider the feasibility of accessible provisions.	As soon as possible, practically and financially.	Head of Estates	January 2025: **ramped access to Perrins Hall submitted for Planning Permission** January 2026: plans in place for permanent ramped access; will be completed by June 2026 January 2027:

Target	Examples of Current Good Practice	Strategies & Next Steps	Timescale	Responsibility	Annual Review
To facilitate access for those with a visual impairment to all areas of the School, where it is reasonably practicable to do so.	Staff are available to act as guides for visitors to the School with a significant visual impairment and orientation. Braille-users applying to the School have had their entrance tests transcribed into Braille, and have been able to respond in Braille, to enable full access. Work experience has been provided for a prospective teacher with a significant visual impairment. The School has good relationships with Worcestershire Children First Visual Impairment team, New College Worcester, a specialist college for visually impaired students, and the University of Worcester, a leading university for inclusion. Pupils from New College Worcester regularly participate in and enjoy events at the Senior School.	Ensure Risk Assessments are carried out, where appropriate, to consider needs of visitors and pupils, seeking external professional advice, where in-house expertise is insufficient. To facilitate specialist teacher and support service visits to ensure pupils with visual impairments have full access to the curriculum. To facilitate staff training, where appropriate, to support the needs of a pupil or member of staff who has a visual impairment. To review the School website and other online material and applications to be reviewed by Marketing and Digital	As soon as possible, practically and financially.	Head of Estates and Head of Marketing	January 2025: Risk assessments have been re-evaluated following the arrangements for a trainee teacher. Visual impairment training for staff organised for September 2025. January 2026: two pupils with visual impairment are now fully integrated into the school community. January 2027:

	Our website is compatible for enabled text-to-speech software.	Technology Team to consider compliance with Web Content Accessibility Guidelines version 2.1			
Target	Examples of Current Good Practice	Strategies & Next Steps	Timescale	Responsibility	Annual Review
To facilitate access for those with a hearing impairment to all areas of the School, where it is reasonably practicable to do so.	Performance venues are enabled with Hearing Loops. The School employs a local Hawk to reduce noise pollution on rooftops from seagulls and pigeons which can affect clarity of sound and auditory accessibility for staff and pupils. Our audiovisual material on the website is compatible with subtitle software. When needed, we have used external BSL contractors to facilitate meetings with hearing impaired visitors to the School. The School has good relationships with	Portable hearing loops installed into Reception/made available. Head of Estates to regularly check Hearing Loops across the campuses (especially for school halls and performance art areas) Head of Estates to regularly check bird prevention systems to reduce noise pollution. To review the School website and other online material and applications to be reviewed by Marketing and Digital Technology Team to consider compliance with Web Content Accessibility Guidelines version 2.1.	As soon as possible, practically and financially.	Head of Estates and Head of Marketing, Head of HR/Director of Learning Development - as appropriate	January 2025: Hearing loops; staff training on supporting pupils with a hearing impairment. January 2026: checked July 2026 January 2027:

	Worcestershire Children First Hearing Impairment team and regularly facilitate visits to ensure pupils with hearing impairments have full access to the curriculum.	To facilitate staff training, where appropriate, to support the needs of a pupil or member of staff who has a hearing impairment.			
Target	Examples of Current Good Practice	Strategies & Next Steps	Timescale	Responsibility	Annual Review
To facilitate access for those with Special Educational Needs and/or Disabilities to the curriculum and to achieve their full academic potential, participating in all areas of School life where it is reasonably practicable to do so.	Pupils are provided with appropriate Access Arrangements for entrance examinations and external examinations, with appropriate evidence of need, as required by JCQ regulations. All pupils are screened, as per the current Screening Policy, to identify type and level of Special Educational Need or Disability, signposting onwards to specialist expertise where appropriate. Relevant information about a pupil's needs is shared with staff through the School's database (iSAMs), including advice and guidance about	The School will continue to deliver best practice in identifying and meeting pupils' needs by regularly evaluating progress and engagement in School life. The School will continue to celebrate and raise the profile of equality, diversity and inclusion through its many channels of communication, namely: ● assemblies ● public displays ● visiting speakers ● social media ● admissions process	Ongoing	Director of Learning Development Deputy Heads Designated Safeguarding Lead Pastoral team School Nursing team	January 2025: ongoing work, but continuing as planned. January 2026: new JCQ guidance is now fully embedded; new SENCO also in place. January 2027:

(This should be read in conjunction with the School SEND Policy for further information)	support in-class needs for inclusive teaching and learning. Each pupil from Year Five brings their own iPad to School enabling personalised accessibility tools for learning to support engagement and participation, including text-to-speech software. In supporting pupils' sense of belonging, inclusion and positive mental health, the School employs a number of key staff and has allocated a number of key areas within the School, which allow pupils to seek advice, guidance and safe spaces, when needed, including space for prayer, during the School day. All staff are provided with ongoing training for needs, as identified by the School, to support the delivery of best practice on a daily basis. The School provides bespoke food requirements in discussion with our catering providers.				

Sponsor – Deputy Head
Reviewed and Amended June 2014
Endorsed on 26th day of June 2014 by the Chairman of the Board of Governors
Reviewed and Amended to include Appendix 1 on 25th February 2015
Endorsed on 25th day of February 2015 by the Governor with responsibility for Special Education Needs.
Reviewed, Amended and Endorsed by the Governor with responsibility for Special Education Needs 22 November 2016
Reviewed, Amended and Endorsed by the Governor with responsibility for Special Education Needs: 20 September 2019, September 2022.
Reviewed and updated January 2024; Sponsor: Senior Deputy Head (RGS Worcester), and the DFO.
Reviewed and updated June 2025; Sponsor: Senior Deputy Head (RGS Worcester), and the DFO.
Reviewed and updated June 2026; Sponsor: Senior Deputy Head (RGS Worcester), and the DFO.

RGSW[1] DISABILITY AND ACCESSIBILITY PLAN

This document should be read in conjunction with our SEND Policy (Special Education Needs and Disability)

Albeit necessarily restricted by the topography of an extensive school site and the size and internal structure of historic buildings, it is our aim to ensure that any prospective pupil, who fulfils RGS Worcester's admissions requirements, is able to attend our schools irrespective of personal disability or special education need.

Since 2007, substantial work has been undertaken at RGS Worcester to improve physical access for any pupils, parents, staff or visitors with disabilities or mobility problems.

Over the last 15 years, the following were completed either as part of more extensive refurbishments or as routine improvements to give better access to the disabled:

RGS Worcester

- Creation of a fully compliant disabled toilet in Sandys building. This is fully accessible at ground level.
- Conversion of existing toilet facilities to disabled use and greatly improved circulation space and clear corridors in the Sixth Form Centre and Joe's cafeteria.
- Installation of automatic pedestrian gate by Whitstones building (reception). This enables those with mobility problems to access the site more easily.
- Move of functions that require catering support to the AO Building which has enabled access to everyone on one level.
- Provision of readily available mobile ramps for use at all schools.

[1] RGSW incorporates RGS Worcester, RGS The Grange, RGS Springfield and RGS Dodderhill

- Performing Arts Centre opened in January 2019 and is fully compliant with the Equality Act.
- Single-occupancy toilets (January 2019), each in a room lockable from the inside and including an accessible toilet, are available to any pupil in addition to the separate boys' and girls' toilets.
- Refurbished boys toilets in Main Block (August 2019) has the facility for conversion of one toilet to be compliant with the Equality Act if required.
- New international standard hockey centre has been opened, and is fully compliant with the Equality Act.
- Extensive redevelopment of walkways and pavements on the main site to increase accessibility.
- Creation of dedicated visitor and disabled parking bays adjacent to Reception.

RGS The Grange

- Provision of passenger lift for the New School.
- Construction of changing rooms with fully compliant disabled toilet facilities and wheelchair friendly access pathways.
- Provision of timber deck and ramp to access the pre-school area.
- Steps to the playground supplemented with a pedestrian ramp to enable wheelchair access to and from the playground.
- Adequate number of modern compliant disabled toilets accessible to all.
- Improvements to roads and pathways including the use of tactile paving for those with poor sight.
- Provision of readily available mobile ramps.
- Provision of disabled parking bays.
- Pedestrian gate at the main entrance is now automatic.

RGS Springfield

- Creation of an automatic pedestrian gate and segregated wheelchair friendly illuminated path from the entrance to the school building.
- Creation of a gravel free disabled parking bay with concrete pad for users to get in and out of their vehicle and wheelchair.
- Provision of readily available mobile ramps.

RGS Dodderhill

- Development of the Performing Arts Centre including disabled toilet and passenger lift.
- Provision of disabled parking bays.

Current Assessment

RGS Worcester

Britannia House and AO Building

Britannia House dates from 1741 with the AO Building from 1894. This pre-dates formalised building requirements for accessibility. Fortuitously, however, most of the ground floor is accessible via two primary entrances with wide doorways and corridors. The upper floors remain inaccessible to wheelchair users and those with severe mobility problems. Britannia House and associated linked buildings are Grade II* Listed. This creates challenges and limitations with adapting the building for improved physical access.

Whitstones and The Mall

Classrooms in Whitstones are accessible. Reception lower level (waiting area) is accessible by means of a portable ramp to outside. The remainder of the building is accessed via stairs and is therefore not accessible. Currently investing in the addition of a fixed ramp and door from Reception, which will be compliant with the Equality Act.

Cobham Sports Hall

This is fully accessible from the ground floor with the exception of the viewing gallery.

Sandys Building & Roden block

The ground floor, Girls changing rooms, disabled toilet facilities, dance studio and Art rooms are fully accessible.

South Wing

There are 3 Classrooms on the ground floor which are accessible. The remainder of the building is accessed via stairs and is therefore not accessible.

Pullinger House

This is used predominantly by staff with the first floor being the Staff Common Room. The ground floor has limited accessibility (a small threshold step) via one entrance, and now houses the IT department and photocopying facilities.

Whiteladies, Gordon House

These buildings have two entrances with full access and have disabled toilet facilities by Joe's cafe. Full access is available to Joe's Cafe and the Anthony Wheeler Boardroom. The remainder of the building is accessed via stairs and is therefore not accessible. Whiteladies is a Grade II* Listed building. This creates challenges and limitations with adapting the building for improved physical access.

Performing Arts Centre

The PAC was extended and renovated for use in January 2019 and is now fully compliant with the Equality Act on the ground floor which includes the auditorium. Access to the second floor drama studio is via a stairway and therefore not accessible, and access to the basement toilets is also via stairs and not accessible.

Main Block, Eld and Hillard

There is one accessible entrance for the ground floor. This enables access to Stephen Hall and Eld Hall, Careers room, 3 classrooms in Hillard (English) and 4 classrooms in Main block (Maths and History).

Additional access via the Quad can be provided easily using portable ramps. The remainder of the buildings are accessed via stairs and are therefore not accessible. There is a basement classroom in Main Block which is also not fully accessible. The 3 first floor classrooms (English) in Hillard are not accessible. Significant parts of Main Block are Grade II Listed. This creates challenges with adapting the building for improved physical access.

Perrins Hall

Perrins Hall is accessed primarily from the quad via stone steps. Since June 2026, a permanent stone ramp gives step-free access to the main floor. The balcony area within Perrins Hall is accessed via a staircase and is not easily accessible. Perrins Hall is Grade II Listed. This creates challenges with adapting the building for improved physical access.

Clock Block

The rear and front entrances to Clock Block allow assisted access to the ground floor for wheelchair users. Once inside there are 2 classrooms (Classics) that can be accessed easily. On the first floor are the Biology Labs which are only accessible from the front and rear staircases.

Science Block

The Performing Arts facing entrance to the Science Block allows wheelchair access to the ground floor of the Science block. This provides access to 5 Physics labs and the Physics prep room and office. The Chemistry labs are located on the first floor and this is accessed via the staircase in the Science Foyer. The first floor is not accessible.

Little London Design Centre and C&IT

The Design Centre ground floor is accessible by Wheelchair users once they have negotiated the single step at the front door. This enables access to the DT workshop. The first and second floors are accessed via stairs and are therefore not accessible.

Tom Savage Sports Hall

The sports hall itself is accessible via an entrance with a small step. The viewing gallery is not accessible as it is accessed via stairs from the sports hall lobby.

RGS The Grange

Old School Buildings

The Old school buildings range in date from the 1800s. Access is limited at first floor level as the building has numerous corridors and levels which make wheelchair access and movement difficult. However, the majority of ground floor rooms are accessible via the Old School entrance, New School link corridor, and the external decking ramp leading to the Nursery sleep room.

New School Building

The New School opened in 2004 and complies with relevant building regulations at the time including the Disability Discrimination Act 1995. A passenger lift enables full access to the first floor rooms. All corridors and doorways are wide and disabled toilet facilities exist.

Sports Pavilions

These were built in 2007. Disabled toilet facilities are provided

RGS Springfield

The main building was constructed in 1830 with later additions. The hall, Library, school office and one classroom can be accessed from the front door if portable ramps are used. The first and second floors are not accessible because of the stairs.

The Coach house is accessible from the side entrance and from the walled garden.

Springfield is a Scheduled Ancient Monument which has Grade II* Listed status. It also sits within the Conservation area. This creates challenges with adapting the building for improved physical access.

RGS Dodderhill

The School is centred on an ancient monument and the site is steeply sloping with much of the access to and between areas by steps and stairs.

The School does not discriminate on grounds of disability, but physical access to parts of the school, including Hillcourt House (a Grade II listed building), means that it is not easily accessible for those with certain disabilities.

The Goodman Building (main classroom block), the Atrium (Performing Arts Centre) and the Sports Hall and adjoining classrooms are fully accessible with access to disabled toilets and a passenger lift to the upper floors.

Wherever practicable, the School will make reasonable adjustments to the timetable to allow pupils with restricted mobility to attend lessons in accessible parts of the school.

Three Year Action Plan

In the three-year period January 2025 to January 2028, the following is planned:

RGS Worcester

Year	Task
2025	Full opening and access to the new international hockey facility. COMPLETE
2024-2027	Paths and Walkways – further improvements to pedestrian routes and pathways on site, matching previous work completed. Block paving will replace slabbed paving, where possible, and routes will be flattened if undulating. COMPLETE
2026	Creation of further disabled access and parking around the site for visitors.
2024-2026	Full review of Perrins Hall access, and consideration of permanent improvements made to the entrance, including disabled access ramps. COMPLETE JUNE 2026
2025-2027	General improvements to building entrances to enable wheelchair access.
2025-2027	Refurbishment of the Lower School playground to improve gradients and remove edges and obstacles. To include the ramping of the rear entrance and removal of the steps.
2025-2027	Review of access to specialist subject areas: Art, Textiles.
2025-2026	Development of Flagge Meadow access to be more accessible. COMPLETE JUNE 2026

RGS Springfield

Year	Task
2025–28	Improvements to the Coach House entrance to enable un-assisted access to the pre-school area and coach house and walled garden area.

2025 - 28	Create permanent ramp access to the front entrance to the school. This will enable wheelchair users and those with mobility problems to access the Library, Heads office and main hall for functions and performances.

RGS The Grange

Year	Task
2025 - 28	Improve access to the Forest school for disabled, wheelchair users and those with mobility problems. This to include the forest school hut, and area

RGS Dodderhill

Year	Task
2025 - 28	Paths and Walkways – improvements to pedestrian routes and pathways on site will enable wider, smoother paths with ramps being used where possible to eliminate steps.