



Nethergate School
Swansdowne Drive
Clifton
Nottingham
NG11 8HX

Access Audit



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INTRODUCTION

At the request of Sarah Heery, , I visited Nethergate School on 5th November 2015 in order to write their access audit and accessibility plan. Legislation states that all schools must have these documents and they must be updated every 3 years.

Nethergate School is situated on Swansdowne Drive, Clifton in the city of Nottingham within a residential area. The School provides day education for approximately 103 young people with a range of complex learning difficulties between the ages of 7 and 19. In addition to learning difficulties many of their pupils have additional needs such as autism, social and emotional needs, physical needs, sensory needs, speech needs or medical needs. Nethergate School has a good range facilities both inside and out, which are all aimed at providing comfortable and specialised learning environments to the children at the School.

Tracey Ydlibi (Head teacher) provides clear and purposeful leadership. Nethergate School has a committed, friendly and well-qualified staff and benefits from a highly supportive and experienced Governing Body. Governors have an important role to play in the life of any school and Nethergate School benefits from the expertise and advice of a range of talented individuals drawn from diverse backgrounds. All of them support the School as volunteers and give freely of their time and knowledge. Each Governor has at least one area of responsibility and all are active members of their School family. The Board of Governors work on a fiduciary basis for the benefit of the school. They are responsible for ensuring that the aims of the school are fulfilled, that it remains true to its values and that it complies with the regulatory legislation which pertains to schools in England.

It is the aim and intention of Nethergate School to fully comply with current legislation and good practice. They wish to make their premises as accessible as possible, in line with local planning policy and the obligations imposed as service providers under the Equality Act of 2010. The School believes in equal opportunities for all the children, irrespective of social background, culture, race, gender, physical disabilities or ability. Nethergate School is committed to developing and promoting an inclusive community.

I have detailed my observations in section 4, The Audits, accompanied by comments and suggestions/recommendations. There is actually no such concept as being “fully DDA compliant” for an existing building. The phrase has entered the language but the legislation



reads differently. A new public building will have to show disabled access, accessible toilets etc. but an existing structure will be asked to make “reasonable adjustments”.

The School has to anticipate the needs of its pupils and visitors as it doesn’t know who will be its future pupils/visitors, but it only has to react to the needs of its employees. So, it only needs to make changes in this regard for staff when it appoints someone, or when a current employee decides to disclose a disability. For staff adjustments it can apply for Government money to cover almost all the cost under the “Access to Work” scheme.

My recommendations represent current best practice, but the concepts of “best practice” and “reasonable” will change with time. This is why the Act recommends a school be audited every 3 years. A further audit should be performed in November 2018.

Fire Evacuation and Health & Safety legislation may conflict with DDA legislation. When this happens both will supersede DDA, although H & S and DDA often overlap anyway.

The Equality Act makes it clear to Schools that they must make “reasonable adjustments” to make premises accessible to all users. This has led Nethergate School to implement a range of changes in recent years to make their premises and curriculum as accessible as it can be. Integration, specialist equipment or physical alterations to the building / teaching spaces will always be met where possible and practicable. Pupils with disabilities will not be treated less favourably than other pupils and their views and feelings will be sought on a regular basis to ensure this to be the case. The school’s Accessibility Plan is available upon request and will be renewed every 3 years.

An accessible school is one in which disabled pupils are able to participate fully in the school curriculum. It is also one where the physical environment does not limit a pupil’s ability to take advantage of the education (and other) opportunities on offer. The school’s key objective is therefore to reduce and eliminate wherever possible any barriers to access to the curriculum and to allow full participation in the school community for all children, and prospective pupils, with a disability. The Equality Act of 2010 places a duty on all schools and LA’s to plan to increase accessibility in schools. Nethergate School recognises its duty in law:

- Not to discriminate against disabled pupils in their admissions and exclusions procedures
- Not to treat disabled pupils less favourably
- To take reasonable steps to avoid putting disabled pupils at a substantial disadvantage
- To publish an Accessibility Plan.



The School should all be complimented on the positive attitude it has towards inclusion and its ambitions to breakdown any barriers.

In the meantime, I am available, at any time, should you require clarification or further advice on any topic in my report. With my report is included 24 hour support and advice on any aspect relating to accessibility.

Lesley Mifsud B.A. (Hons) Cert.Ed.

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1.1 Audit Process

The audit was undertaken in three stages:

Stage 1. Information gathering

This is undertaken as a walkthrough audit and inspection of the building using checklist.

Stage 2. Results and recommendations

The report suggests possible improvement that can be made to the building. These range from small non-structural adjustments to possible major structural alterations. It also gives an indication to priorities and cost.

Checklist Ref:	Description	Applicable	
		Yes	No
1	Approach to School	Yes	
2	Car Park	Yes	
3	Route to Main Entrance	Yes	
4	External Ramps	Yes	
5	External Steps		No
6	Entrance Door	Yes	
7	Lobby and Reception Area	Yes	
8	Reception Desk	Yes	
9	Corridors, Hallways and Internal Circulation	Yes	
10	Wayfinding and Signage	Yes	
11	Classrooms and Facilities	Yes	
12	Access to the Curriculum	Yes	
13	Internal Stairs and Steps		No
14	Internal Ramps	Yes	
15	Internal Doors	Yes	
16	WC's general provision	Yes	
17	WC's Provision for Disabled users	Yes	
18	Kitchen and Dining Hall, Staff Room	Yes	
19	Means of Escape	Yes	
20	Building Management	Yes	
21	Lifts/Stair Lifts		No
22	Outdoor Spaces	Yes	

1.2 PRIORITIES

The priorities are dependent upon various factors including:

- Compliance to AD M (Part M of The Building Regulations)
- Client's policy and objectives
- Current use of the building
- Costs involved and available resources
- Plans for refurbishment
- Maintenance programmes
- Agreement of outside agencies (such as a free holder or local highway authority)

Priority ratings are as follows:

Priority A:

Where there are potential health and safety risks or where failure to implement changes would be highly likely to attract legal implications. Immediate action is recommended to put changes into effect.

Priority B:

Where action is recommended within the short term to alleviate an access problem or make improvements that will have a considerable impact.

Priority C:

Where action is recommended within 12 - 24 months to improve access.

Priority D:

Where the recommendation involves excessive costs or should be implemented as part of a long-term plan.

1.3 KEYS FOR COSTS

Budget costs have been included in the form of bands.

- N - None
- M - Minimal
- OG - Ongoing Maintenance
- ST - Structural Change
- EX - Major Structural Change

Please note cost keys are indicative only and that Ea-Audits cannot be held liable for any misinterpretations.

1.4 ABBREVIATIONS

Used throughout the report are the following abbreviations:

- DDA - Disability Discrimination Act
- BS8300 - British Standard BS8300: 2009 - Design of Buildings and their approaches to meet the need of disabled people
- AD M - Building Regulations Approved Document M - Access to and Use of Buildings
- FFL - Finished Floor Level
- EQ - Equality Act 2010

1.5 SOURCES OF GUIDANCE

Whilst for this project AD M is being used for measuring compliance, associated with the DDA, are a number of guidance notes and standards that illustrate good practice in terms of meeting the needs of disabled people.

Listed below are some documents that have been utilised for the purpose of this report.

Building Regulations Approved Document M - Access to and Use of Buildings (2004)

British Standard BS8300:2009 - Design of Buildings and their approaches to meet the need of disabled people.

DDA 1995 Code of Practice 'Rights of Access to Goods, Facilities, Services and Premises' 2005.

Disability Discrimination Act 1995 and 2005, HMSO.

British Standard BS9999:2008 - Code of practice for fire safety in the design, management and use of buildings.

JMU Access Partnership & Sign Design Society - Sign Design Guide- A Guide to Inclusive Signage (2004).

The Access Manual, by Anne Sawyer and Keith Bright, Blackwell, 2003.

Access Audit Price Guide, Building Cost Information Service, 2002.

Please note however the 'DDA' is not prescriptive in its recommendations to improve accessibility. As such, compliance with the Act cannot ultimately be determined or used as a method for assessing accessibility. Only tangible standards set out in guidance documents such as BS8300: 2009 can be referred to for 'compliance'.

1.6 IMAGES

Please note external images are used within this report; these are for illustrative purposes only. External images are indicated along with their source.

1.7 METHODOLOGY

The main purpose of this report is to ensure that the school meets with the requirements of part IV of the Equality Act as amended by the Special Educational Needs and Disability Act 2001 and so does not discriminate against disabled pupils.

However the report will also deal with the obligations under section III of the Equality Act 2010 which relates to the provision of services to members of the public.

In order to achieve this, the report will identify where both the property and teaching processes do not meet current best practice standards and will recommend ways to overcome these issues which may incorporate adjustive works, changes to policies and procedures or a combination of the two.

It is unlikely that you will be able to implement all of our recommendations in the near future and we do recognise this. To this end a priority rating is given to each recommendation, which is designed to guide you in the formulation of the accessibility plan, which then can be incorporated into the school accessibility strategy.

The Equality Act 2010 (Old DDA) will affect the school in a number of different ways and whilst the focus of this audit relates to education this is not the only aspect where the act will apply. Three sections of the Equality Act apply to the school. The obligations under each section are outlined below:

Part IV - Education

The special educational needs and disability act 2001 extends part IV of the Equality Act which now requires that you do not discriminate against disabled people in their access to education by imposing a planning duty. As a result the school is required to prepare an Accessibility Plan to cover the following areas:

Increasing access to the school curriculum for disabled pupils
Improving the delivery of written information to disabled pupils
Improving physical access to the school environment

In turn, the school is obliged to formulate an accessibility strategy to cover all parts of the school which will relate to the accessibility plan. These obligations should compliment and integrate with the school existing special educational needs framework and should integrate with your existing SEN arrangements. This planning duty came into force in September 2002. This required that schools should have had their plans in place by April 2003. Each plan should run for minimum of three years.

There is a duty to implement, review and revise these plans, which will be regulated and then enforced by OFSTED. Independent schools will be policed by the Independent Schools Inspectorate as part of the existing schools inspection program.

Part 111. - Service provision

Any area of the school that is let to, or visited by members of the public will be covered under this section of the Act.

Under this section you are obliged to make reasonable adjustments to these areas to make them accessible to members of the public. These may include physical adjustments or adjustment policies, practices or procedures to overcome barriers to access.

Part II - Employment

As an employer it is illegal for the school to discriminate against disabled people in terms of employment, which may involve making reasonable adjustments to policies, practices or procedures or physical alteration to the premises.

This will cover areas such as recruitment, promotion and dismissal as well as premises.

In terms of premises this presents a reactive duty, as there is no obligation to take anticipatory steps to make a building accessible but rather to make reasonable adjustments for each disabled person.

This being said it will be prudent to incorporate accessibility into any refurbishment of staff areas.

We have outlined above the legislation, which applies to this school, and you will note that you have obligations under Part II of the Act in respect of employment. This area of legislation is very much related to the individual employee or potential employees and as such will generally represent a reactive duty, with alterations being designed to meet the individuals' needs. As a result private areas not open to members of the public, or pupils, such as offices and staff areas will not be covered by this report.

Our general advice in respect of these areas is to have a procedure in place to identify the needs of the employees or potential employees and then make physical alterations, when necessary, to suit the individual.

We further confirm that plant rooms and worktops etc not used for educational purposes are not covered by this report.

As the schools SEN provision should focus on individual pupils needs, including auxiliary aids, specific arrangements and teaching assistance (which may need to be funded by parents), this report does not seek to recommend specific adjustments to individual classrooms relating to items such as furniture or equipment. We feel that such items should very much be designed to meet the individuals requirements and as such widespread alterations may in fact be a waste of resources, as generic solutions may often not deal effectively with an individual pupils needs.

However, we will deal with more strategic issues such as timetabling, educational practices and making the learning and recreational environment more accessible.

Although we have included the code of practice for means of escape for disabled people within our criteria, this report should not be considered as a detailed assessment of the overall means of escape provision, which should be included in the schools emergency evacuation plan.

This audit will now consider each of the barriers that a disabled visitor or pupil will face when attending your school. It will consider what we believe to be reasonable action to be taken to overcome that barrier. It will also give a guide as to the priority for the urgency for incorporating those changes into the school day. We have also provided a cost band giving the likely cost approximation of instigating changes to you premises.

In the audit we have tried to explain why a recommendation has been made, to justify why no action has been recommended where a problem exists, to give the school an insight into the problems disabled people face in accessing education/other services/of the site and also to provide more detail and further guidance as to how the recommendations should be implemented.

1.8 USEFUL ORGANISATIONS

Disability Rights Commissions

DRC helpline

Freepost

MID 020164

Stratford-upon-Avon

CV37 9BR

Telephone (0845) 762 2633

Fax (0845) 777 8878

Text phone (0845) 762 2644

Radar – Royal Association for Disability and Rehabilitation

12 City Forum

250 City Road

London

EC1V 8AF

Telephone (020) 7250 3222

Fax (020) 7250 0212

Minicom (020) 7250 4119

National Institute for the Blind

RNIB Customer Services

PO Box 133

Peterborough

PE2 6WS

Telephone (0845) 7023153

Minicom (0845) 585691

Royal National Institute for Deaf People

19 - 23 Featherstone Street

London

EC1Y 8SL

Telephone (020) 7296 8000

Text phone (020) 7296 8001

Fax (020) 7296 8199

Disabled Living Foundation

380-384 Harrow Road

London

W9 2HQ

Telephone (0845) 130 9177

Minicom (0870) 603 9176

Section 2 - Consultation

2.1 ACCESS GROUPS

For the purpose of this report, consultation with local Access Groups has not been undertaken. It is advisable to seek advice from various users groups and appropriate employees prior to undertaking specific adaptation works as a result of recommendations within this report.

2.2 CONSERVATION AREA / LISTED BUILDING STATUS

The site or buildings do not have a listed building status. Professional advice must be sort for planning applications.

2.3 FIRE OFFICER

Where recommendations have been suggested that may have an effect on the evacuation strategy, additional consultation with the Fire Officer is advised prior to works being undertaken.

Section 3 - Site Details

3.1 DESCRIPTION OF PROPERTY

Description	Details
Date of Construction:	1964 and recently renovated
Constructed of:	Traditional Construction
Number of Buildings	4 plus polytunnel and 2 sheds
Access Via:	Several Entrances
External Areas:	Trim trail, allotment, playground and grassed area.
Passenger/Platform Lifts/Stair lifts	No
Staircases	No


3.2 FACILITIES IN PLACE

Facilities	Details
Ramps	Yes
Platform lifts	No
Stair lift	No
Visual indicators for fire alarms	Yes
Induction loops / Infrared systems	Yes
Accessible toilets	Yes
Tactile signage	Some
On site assistance	On Site
Designated Disabled parking areas	Yes
Evacuation chairs	No
Fire protected lift(s)	No

3.3 Site Location

Nethergate School
Swansdowne Drive
Clifton
Nottingham
NG11 8HX



Item No.	Comments	Recommended	Priority	Est. Cost
	Summary			
1.1	<p>Nethergate School is situated on Swansdowne Drive, Clifton in the city of Nottingham within a residential area. The School provides day education for approximately 103 young people with a range of complex learning difficulties between the ages of 7 and 19. In addition to learning difficulties many of their pupils have additional needs such as autism, social and emotional needs, physical needs, sensory needs, speech needs or medical needs.</p>			
1.2	 <p>Clifton is a former village and historic manor, now situated within the suburbs of the city of Nottingham, Nottinghamshire, England. The manor of Clifton was recorded in the Domesday Book of 1086 as having a church and a mill. The value of the manor had decreased since the Norman Conquest of 1066 from £16 to £9. For 700 years the Clifton family of Clifton owned the manor, of which their manor house was Clifton Hall. The papers of the Clifton family and their lands are held at Manuscripts and Special Collections, The University of Nottingham.</p> <p>The now council estate has a number of shop-clusters and relatively good transport links (by bus) with the city and surrounding areas. The village is on the A453 road which is the main connection between Nottingham and the M1 motorway south. The section of the A453 from Kegworth to the roundabout next to the Crusader pub is due to be upgraded to dual carriageway by 2016</p>			
1.3	<p>Compliance with the Equality Act is not about avoiding being sued or fined but about caring for staff and pupils and improving your facilities for everyone. Legislation for schools states that schools must make 'reasonable' adjustments to their school buildings to make access available to all. Provisions should not just be restricted to improving wheelchair access, only 5% of those with disabilities are in wheelchairs. There are 600,000 wheelchair users BUT:</p> <p>A wide variety of activity is available to pupils throughout the lunch break both indoors and out. 2.5-3 million visually impaired</p> <ul style="list-style-type: none"> • 1.5-6 million reading difficulties • 8 million deaf or hard of hearing • 15 million mental health difficulties • 1 in 3 people over 55 have Arthritis 			
1.4	<p>Local Education Authorities (LEAs) and schools have duties to make physical improvements to increase access to the school buildings which means they must gradually implement plans to improve access for disabled children. Schools should regularly review their policies, practices and procedures to ensure that disabled children are not at a disadvantage because of their disability.</p>			
1.5	<p>Under the Equality Act of 2010, Schools are expected to take 'reasonable steps' to meet the needs of disabled children who might become pupils. So schools should think about the broad range of needs of pupils with different disabilities. However this does not necessarily include making changes to school buildings to make them accessible or providing specialist equipment or support. Both these areas are dealt with via different routes - the new planning duty for schools and LEAs and the Special Educational Needs Framework respectively.</p>			

The Disability Equality Duty (DED) for the public sector is a new legal duty that requires all maintained primary and secondary schools to take proactive steps to ensure their disabled pupils, staff and governors, parents/carers and other people using the school are treated equally. The new duty is not necessarily about changes to buildings or making adjustments for individuals, it's about weaving equality for disabled children and adults into the culture of schools in practical and demonstrated ways. Disability equality will need to be at the forefront of policy development, and schools who are not already doing so, will need to start making institutional changes across the board, as well as continuing to take action to meet the needs of individuals.

- 1.6 The DED is not about ticking the right boxes quickly. It is about a whole organisational approach to disability equality, achieved over a period of time. Schools offer a place and a reason for interaction and engagement between different children, employment opportunities for adults, and increasingly, services for the whole community. Schools are uniquely placed to help challenge and overcome discrimination in society.

The provision of education for all regardless of their age, size, ability or disabilities depends on a wide range of factors, including school policies, curriculum planning, teaching strategies, and the school environment. Well-designed schools allow all students to participate fully and independently. This frees their teachers to focus on educational goals. Students with disabilities should be able to get around the school along with their peers. They need to be able to navigate through the school building, use standard classroom equipment, and use their own assistive technologies with ease.

1.7

Ensuring accessibility of any activities or events that involve travelling outside school grounds will help all students to participate fully in school life. This would include educational trips, such as, visits to museums or theatres, visits to other schools, sports events, or work experience. It is also important to review the accessibility of the destination, and the transport to and from the destination, as part of the planning of any such activities.

- 1.8 Trips are often used to make curriculum experiences as relevant and stimulating as possible. Nethergate engages with Specialist providers and arranges visits to enable, consolidate and extend classroom learning. Every pupil is offered the opportunity to take part in a residential visit each year.

The guidance in this audit focuses on the needs of students with disabilities. However, students are not the only people to use the school building. Teachers and administration staff, parents, visiting students, and those who use the school outside of core hours all have particular requirements. A 'universal design' approach allows all users to make use of the services available in the school building. A 'universal design' approach to school design will ensure that the school can be accessed, understood and used

- to the greatest possible extent
 - in the most independent and natural manner possible
 - in the widest range of situations, and
 - without the need for adaptation, modification, assistive devices or specialised solutions
- 1.9 This audit is not designed to address all possible barriers for students with disabilities taking part in school life. There may well be issues around curriculum design, staff training, access to personal care, interpretation services, and access to information that go beyond the scope of this audit.

Students with disabilities will have certain unique requirements that impact how they use school facilities. For example :

- Students with mobility disabilities may have particular difficulties with steps, or heavy doors. They may need additional desk space if they use a wheelchair, or additional storage space for a walking frame or crutches
 - Students with visual difficulties will benefit from improved lighting and clear visual contrasts on doorframes and support columns
 - Some students with emotional, psychological or mental health difficulties will benefit from a calming environment created by appropriate use of light and colour schemes
 - Many students have particular requirements for access to laptop computers or other assistive technology. Availability of power points for recharging will greatly benefit these students
- 1.10

- 1.11 On 5 April 2011 the Public Sector Equality Duty (The Equality Duty) came into force in England, Scotland and Wales. This Duty replaced the existing Race, Disability and Gender Equality Duties. More and more responsibility has been given to schools in the UK to promote equality and improved access to the building and the curriculum should be at the forefront of all school planning. Schools need to ensure they have taken all 'reasonable measures' to make their building and curriculum as accessible as possible.

- 1.12 The Disability Discrimination Act (DDA) 1995 (now replaced by The Equality Act 2010) aimed to end the discrimination that faces many pupils with disabilities. The legislation requires public bodies to promote equality of opportunity for people with disabilities. It also allows the government to set minimum standards so that all schools built in the future are completely accessible.

Improvement in communication technology (internet, email, text messaging, social networking sites and video phone links etc.) has enabled easier links between deaf people, and between deaf people and those with hearing. This has also served to emphasise the importance and value of good literacy skills and encouraged better levels of attainment.

- 1.13 The consequence of all the above changes has been the raising of educational expectations for deaf children, particularly in respect of language, achievement and attainment levels. These can be much closer to hearing norms for many deaf children than was previously considered possible.

- 1.14 The School's Information Act 2012 required the online publication of a large number of documents and policies. These can easily be found on the school web site

Providing information on the accessible features of a building and its grounds on the school website is useful for potential new students and first-time visitors to the school. Nethergate School has a well produced web site. For visitors, there are good contact details for the school and maps which makes it easier for a visitor to the website to locate the school. The website is very informative and the school has created the website to keep parents up to date with school news and notices, and to showcase some of the great things their pupils are achieving. Nethergate School is committed to making its web site as accessible as possible to users with disabilities, including users who may be blind or partially sighted. They also make sure that those users who have reading difficulties are able

- 1.15 to use the site. The school has designed their site to be accessible for disabled users and visitors using the different technologies (browsers, screens etc.) The school is also aware of the needs of adult users and of its parent body. Information for parents can be provided in large print format on request. If any parents need any other form of adaptation or accommodation the school asks that people get in touch with them so that they can discuss how best to help.

Schools will vary widely in how accessible they are to individual pupils.

Every school must have a school accessibility plan, which shows how they intend to improve accessibility for special educational needs pupils, and by when these improvements will be made. In order to prepare the plan a school must firstly commission the completion of an Access Audit which is what Nethergate School has done. This plan must be published. It will outline how the school will: improve the physical environment

- 1.16
- make improvements in the provision of information
 - increase access to the curriculum
 - Schools can also increase access for individual pupils by making 'reasonable adjustments'. These can be simple changes such as making sure that all lessons take place in ground floor classrooms for a class where one of the pupils uses a wheelchair and the school does not have a lift.

Changes to the physical environment that a school could make to increase access might include:

- 1.17
- lighting and paint schemes to help visually impaired children
 - lifts and ramps to help physically impaired children
 - carpeting and acoustic tiling of classrooms to help hearing impaired pupils

Information that is normally provided in writing (such as handouts, timetables and textbooks) can be made more accessible by providing it:

- in Braille
- 1.18 • in large print
- on audio format
- using a symbol system

Adjustments that would help children with disabilities have better access to the curriculum might include:

- changes to teaching and learning arrangements
- 1.19 • classroom organisation
- timetabling
- support from other pupils

Technology suited to pupils' needs can help them learn faster and more easily. This can increase their access to the curriculum. Examples of technology that can help include:

touch-screen computers, joysticks and trackerballs

- easy-to-use keyboards
- 1.20 • interactive whiteboards
- text-to-speech software
- Braille-translation software
- software that connects words with pictures or symbols

On 5 April 2011 the Public Sector Equality Duty (The Equality Duty) came into force in England, Scotland and Wales. This Duty replaced the existing Race, Disability and Gender Equality Duties.

- 1.21 More and more responsibility has been given to schools in the UK to promote equality and improved access to the building and design and curriculum should be at the foremost of all school planning.

Approach to the School



Nethergate School is situated on Swansdowne Drive, Clifton in the city of Nottingham.

The pedestrian routes are good and access is easy with disabled access. The surfaces are in good condition. Tactile paving/dropped kerbs have been used, within the school grounds. (Normally used to assist disabled people when the route involves kerbs). Tactile paving (also called truncated domes, detectable warnings, tactile ground surface Indicators, detectable warning surfaces) is a system of textured ground surface indicators found on many footpaths, stairs and train station platforms to assist pedestrians who are blind or visually impaired.)

There are no crossings or bus stops situated close to the School entrance.

2.1

Traffic can be a particular hazard for some people, including people with mobility difficulties, those who have difficulty remembering and concentrating, and for those with sensory disabilities who cannot hear or see the vehicles. In the school grounds, schools should provide separate routes or pavements for pedestrians and pupils to keep them away from vehicles. The most effective way to do this is to separate pedestrian from vehicle activity, by making routes entirely separate. Where possible, pedestrian traffic routes should represent the paths people would naturally follow (often known as 'desire lines'), to encourage people to stay on them. Vehicle movements are mainly during peak times and traffic separation and management is key to the safety of all. Nethergate School has a separate pedestrian entrance at the front of the School.

2.2



Nethergate has one main pedestrian entrance which has level access and is suitable for wheelchair use. There are no obstructions from the main pedestrian entrance to the school entrance and the route is smooth and free from loose stones. The route is free from hazards and easily accessible and is also well lit. Although I surveyed the buildings in the day time, the routes were free from shadows and would not cause a problem for the partially sighted. External street lighting is provided throughout and is available on approach to the site. Adequate lighting is essential for all visitors and staff not just the disabled. Avoid strong lights or heavy shadows. The main pedestrian entrance to the school has an intercom, but there is no sign indicating how to use it.

2.3



Install an instructional sign next to the intercom placed at the pedestrian entrance to the School. Below is an example sign.



A

M

Most children arrive at the School by private Taxi or by Minibus. When agreed by the Local Authority transport on private coaches/taxis is provided for pupils who live more than 3 miles from the school if aged 11 years or over, 2 miles if aged 8 – 10 years or 1 mile if aged 5 – 7 years. Other children may be offered transport if there are medical or other reasons.

2.4

The children are met by their class teacher, on arrival and taken to their respective classrooms.



The school takes safeguarding very seriously – they ensure their children are kept safe in lots of different ways: They only employ qualified and trained staff who have had an enhanced criminal records check. All volunteers and visitors are also checked and given a "Safeguarding" briefing before they have access to the site. They have a safe and secure building and grounds; Nethergate School fully recognises the contribution it can make to protect and support children and young people. They create a positive school atmosphere offering excellent pastoral support to pupils enabling them to feel able to talk and feel confident that they will be listened to. The School protects the children and young people by following agreed procedures, ensuring staff are trained and supported to respond appropriately, consistently and sensitively to Child Protection concerns. The school uses a manual signing in policy.

2.5

Car Park

Parking areas should be of adequate dimensions and provide for satisfactory circulation and manoeuvring space.
Provision has been made for safe and convenient pedestrian movement through the car park but this could be improved by marking out safe walkways.
Vehicles are able to enter and leave the car park in a forward direction, as the school operates a one-way entry and exit system.

- 3.1 Landscaping should be provided where practicable to shade parked vehicles, help screen them from public view and provide visual variety and interest.

For a number of wheelchair users and mobility impaired people it is very important that designated, well sized, accessible parking bays are provided as close as possible to the entrance points. If there is not sufficient size to allow a person to transfer from the car to a chair it may actually prevent that person from visiting the building at all or could result in them parking improperly causing an obstruction to other users. As a result it is essential that an adequate number of well-designed accessible bays are provided. For a site of this type and use there is no specific guidance to follow but we would suggest that 5% of the overall parking provision should be made available for disabled use.

The School car park has 17 bays marked out for Staff and visitors, plus 4 disabled spaces and 2 spaces for minibuses. The markings for the main parking bays are faded and need repainting.

Repaint faded parking bay lines to encourage best use of parking space.

B

M

The School has 4 disabled parking bays. (According to AD M- Designated parking bays should be included: workplaces: 1 space per employee known to be a disabled motorist, plus at least one space or 5% of the total capacity. There must be a minimum of one space.) There are flat, smooth transfers available for wheelchair users. The accessible bays have been designed so that drivers and passengers, any of whom may be disabled and need the bays, can get in and out of the car easily and safely. The bays are longer and wider than standard bays to ensure easy access from both sides and at the rear. This is because people may need to extend their doors fully to get out of/into their vehicle or may need extra room to transfer to or from their wheelchair. Best practice recommends that the actual parking space should be at least 4.8m by 2.4m.

In addition the hatched areas should allow a 1.2m access zone between bays at the side and 1.2m at the rear for easy boot access Disabled users are likely to be more vulnerable to collision with traffic and a mobility impaired or elderly person is unlikely to be able to move as quickly as a disabled person. Equally a visually impaired person will be less aware of oncoming traffic. As a result a safe route should be provided from accessible parking bays to the nearest exit or entrance.

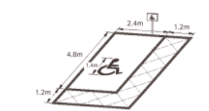
Ensure that a safe pedestrian walkway is marked out in the car park.

A

N

Correct measurements and lay out for a disabled car park space.
Any new bays should be designed to meet the requirements of BS8300: 2001. In effect this design insures that the surface is relatively level, have a hard finish and free from stones, gravel etc.

- 3.5



- 3.6 As well as a sign on the ground as provision for disabled drivers or passengers only, there should also be a sign immediately in front of the space, which is good practice. This is needed in case of snow or leaf covering on the ground. For wheelchair users signs should be placed between 1000mm and 1100mm above floor level. The lettering should be in small case and should contrast with the sign board, and the sign should have a matt surface. Symbols can be used to supplement written signs.
- 3.7 Directions to the disabled car parking should also be placed at the entrance to the site so any disabled visitors know which way to go to access the designated disabled car park space.
- Ensure that there are signs immediately in front of your accessible car park spaces. **A M**
- Place a sign at the entrance to your car park showing the location of the disabled parking. An example is shown here. **B M**

Route from gates to Main School Reception

- 4.1 The route from the gates to the main school entrance is easy to locate. The main school building and entrance are not visible from the road. (Lack of external signage could potentially render the entrance difficult to locate, particularly to a first time visitor. Hearing impaired people could also become anxious at having to ask for directions.) There is a clear sign showing the route to the Main Entrance.
- 4.2 Surfaces on the route are smooth, slip-resistant, firm, level, well-drained and free from loose stones. They are wide enough and free from all hazards including windows opening outwards.
- 4.3 Having provided well designed accessible parking it is equally important to ensure that pedestrian routes to and from the main disabled entrance are accessible as well as routes for other pedestrians. Routes should be level, free from steps, bollards and steep slopes which present difficulties for many disabled people. Moveable street furniture such as bins, seating and A-boards should be carefully located so as to not obstruct walking routes. Well-designed dropped kerbs with appropriate tactile paving should be provided where necessary.

External ramps

- 5.1 There are three external ramps at Nethergate School. One ramp leads to room BIR41. The second leads to the KS4 entrance and the third ramp leads to the Sports Hall and Dining area. The ramps have been built in line with guidelines in Approved Document M (ADM) of The Building Regulations 2010 and BS8300:2009+A1:2010.
- Ensure that the ramps are kept clear of grit and gravel which could present a trip hazard and that the surfaces are kept in good condition. **A N**

Ramps should have the following dimensions: 1.5m wide with a minimum unobstructed width of 1.5m.

Have a maximum individual flight of 10m and maximum gradients of 1:20 if longer than 5m, 1:15 if longer than 2m or 1:12 if shorter than 2m.

5.2 Have 100mm high raised kerbs to any open side of ramp or landings

Have a continuous suitable handrail on each side.

(see Part M Access to buildings other than dwellings)

Handrails should always be provided on either side of a ramp as people who have difficulty negotiating changes of level need the support of handrails. For example someone with cerebral palsy would only have strength to one side of the body and so would require a rail to be fitted either side of the ramp for ascent and descent.

Consideration should be given to the provision of a second (lower) handrail set at 600mm on stairs, particularly in schools, for use by children and people of short stature.

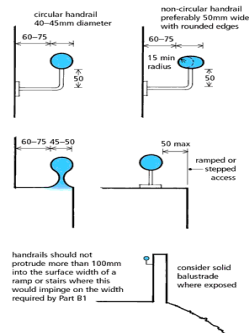
5.3 Handrails should be easy to grip and provide good forearm support for people who are unable to grip. They should be configured with a positive end to reduce the risk of clothing being caught on the ends of rails.

Surfaces such as hardwood or nylon coated steel are recommended in preference to surface materials that are cold to the touch.

The handrail should be easily distinguishable from its background, without being highly reflective.

All of the ramps at Nethergate School have handrails both sides of the ramps.

5.4



Shown are dimensions of handrails.

External Steps

6.1 There are no external steps at Nethergate School.

Main Entrance Door to School

- 7.1 The main school entrance should be easily identifiable from a distance by its design, location, signage and lighting. It should be easy for all students, staff and parents to use. In existing buildings, it is important to ensure that students with disabilities can use the same entrance as other students. Access doors should be so designed as to permit operation by one person in a single motion with little effort. Power-operated doors are the best for people with disabilities. The activator system should be automatic or placed within easy reach. An accessible door should have the following features:
- Secure side – a sign, a door handle, an extra pull handle, glazing and a kick plate.
Un-secure side – a sign, user-friendly access control reader, glazing and a kick plate.
- Some key considerations in relation to entrances include:
- A level threshold, without steps. A ramp can be used to address small changes in level, up to 300mm. Where there is a change in level of 300mm or more at the approach to the entrance, both a ramp and steps should be provided.
 - Doors that are wide enough and easily operated. Automatically operated sliding doors provide a high level of accessibility for all users. The accessibility requirements need to be balanced with cost, maintenance issues, and security issues
 - Manual door closers should be avoided where possible. These can cause difficulties for people with mobility disabilities because of the force needed to open the door. Revolving doors should also be avoided. These can be very difficult for wheelchair users and people with mobility difficulties to use
- 7.2
- Sufficient circulation space around the entrance can minimise congestion at the start and end of the day
 - A good visual link between the internal office, reception and main entrance area, to the main external approach will help staff to identify any students or visitors in need of assistance
 - A level covered area to provide shelter to students being dropped off or collected is also desirable
- 7.3
- Any access control system that stops unexpected visitors from getting into the building should be clearly visible. It should be reachable by a wheelchair user or a person of smaller stature and usable by people with hearing, speech or vision loss
 - Appropriate signage directs visitors to the entrance or reception area.
- 7.4 In new buildings, the accessible entrance(s) should be the main entrance(s) intended for use by the general public. Each accessible entrance should be connected by accessible pathways to accessible indoor or outdoor parking areas. In order that a wheelchair user can pass through a doorset without difficulty a clear width of at least 750 mm but preferably 800mm should be achieved.



The doors at the main entrance to the school are suitable for a wheelchair entrance as double automatically opening doors have been installed. The main entrance is easy to locate. It is clearly distinguishable from the building front. It is well lit and free from shadows. It also has a large sign stating that this is the main entrance and reception for the school.

7.5



The doors are constructed mainly of glass. The colour of the entrance door contrasts with the surrounding surface so as to be distinguishable by people with sight problems.

7.6



The other entrance/exit doors were checked and principle entrances are accessible by a wheelchair. All main entrance doors are fully accessible.

7.7



Reception Area and Desk



8.1

There is a seating area in the main reception area and there is room for a person in a wheelchair to sit alongside a companion. Waiting areas are needed in the reception so it is important that there are a variety of seats available that are accessible for both the ambulant disabled and those in wheelchairs. There should also be spaces available for wheelchairs within the seated area so that those who do not wish to transfer from the chair can be seated with their companions. Ensure that those who do transfer to another chair have somewhere close at hand to store their wheelchair without blocking off part of the reception area or horizontal route. Only seating without arms has been provided.

Different options for seating should be provided. Provide at least one seat with arms.

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8.2

The transitional lighting in the reception areas ensures that people can adjust to different lighting levels and the floor surfaces are slip resistant, firm for wheelchair manoeuvre, and there is no echo. (Adequate lighting is essential for all visitors and staff not just the disabled. Avoid strong lights or heavy shadows. A maintained illuminance of 200 lux is recommended.) Lighting levels within the whole of the premises were tested using an ACT light meter and it was generally found to be above the minimum recommended guidance of 100 lux at floor/landing/stair levels. It is essential that lighting levels are maintained within the premises at these levels as the light levels below this, persons with a visual impairment will have significant difficulty in negotiating their way around the premises. We recommend therefore that you continue to ensure that missing light bulbs/tubes etc. are maintained diligently and the lighting levels generally around the premises are maintained at a high level.

Ensure that missing bulbs and fluorescent tubes be replaced as soon as possible as part of your ongoing maintenance program.

C

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The reception desk and area is one of the first pieces of furniture that a visitor sees when they enter a building. Good provisions here will give an immediate message to people with disabilities as to whether or not the school will be accessible.

- 8.3 Visitors to the school will often need to read and sign documents over the desk so it is important that they have access to the counter top. To aid this, the counter should be offered at two heights; a lower one for those in a wheelchair, younger or shorter visitors, that should be between 800mm and 850mm and one at a higher level so that those with poor mobility do not need to stoop or let go of their canes, etc. at a height of between 950mm and 1100mm.

The reception facilities at Nethergate are excellent The main school office is behind the reception area. The main office is manned during school hours and help is available. Signs are designated and located for visually impaired and wheelchair using visitors with reduced eye level. The background noise does not stop two people talking and hearing each other comfortably when standing 2m apart. Visitors are asked to sign in. Wheelchair users can approach and use the reception area with ease.

8.4

An induction loop with appropriate signage should be provided to assist hearing-aid users to communicate with the receptionist. There is no induction loop fitted to assist visitors who have impaired hearing in the reception area. Hearing (induction) loops help people with hearing loss to hear sounds more clearly by reducing the effect of background noise.

- 8.5 When a staff member speaks into that microphone, sound is transmitted as a magnetic field which can be picked up by hearing aids when set to the 'T' setting or hearing loop program. This applies to different types of hearing aids, including digital.

A portable hearing loop provides limited coverage and is designed for one to one conversation for people with hearing aids.

Purchase a portable induction loop for the use of hearing impaired visitors/parents and display the sign.

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Corridors, Hallways and Internal Circulation

Where possible, schools should be planned to minimise long travel distances, which can be a barrier for some students with mobility disabilities. Nethergate School building is compact with minimal distances to travel. Movement areas and connections between learning spaces are wide and open with good sight lines to allow easy transit of non-ambulant learners either by wheelchair, with teachers and carers.

9.1

All circulation routes in the school are wide enough for two wheelchairs to pass one another. A minimum clear width of 2400 mm is preferable, with a recess of 900 mm for lockers or coat stands. There is enough room for one wheelchair to manoeuvre and someone to stand aside. AD M - Corridors and passageways should be wide enough to allow people with wheelchairs, people carrying large items or people on crutches to pass each other. The corridors are kept clear and circulation routes are clear of obstructions, such as sports equipment, deliveries, and stationery.

9.2

Throughout the corridors, both the natural and artificial light avoids reflection, glare, shadows and silhouette.

9.3



- 9.4 The lighting in the corridors is good and there is contrast between the walls and the floors. Lights in all spaces are dimmable. Tonal contrast between different features is important for people with vision loss in a number of ways: floors that contrast with walls will indicate the size of a room; handrails that contrast with the wall indicate their location; and doors that contrast with their surrounding indicate their position and help wayfinding.

- 9.5 For people with good vision, differences in colour and colour intensity provide adequate visual contrast. However, this is not the case for everybody with vision loss. The light reflectance value (LRV) of a colour is used by professional designers to identify those colours which adequately contrast against other colours. The combination of colour, tonal and visual contrasts between surfaces and objects placed on them such as switches and litter bins is good in this school and ceilings are finished in light colours. The school has combined an enquiring learning environment easy to navigate through, with one that is low stimulus and neutrally coloured.

- 9.6 All the floor surfaces are suitable and easy for a wheelchair to manoeuvre.

- 9.7 The means of escape are clearly visible from both a standing and seated position.

Wayfinding and Signage



- 10.1 As well as having an entrance that is easy to identify, circulation layouts should be clear and easy to understand. Signage and other means of orientation are invaluable for visitors and new students, particularly people with sensory disabilities, autistic spectrum disorders, speech communication and language needs, or learning disabilities. Signage for directional purposes at Nethergate School could be improved. Signs help to aid pupils in identifying where they are and the function of the room, and help them easily understand where to go.

Review internal signage and add more directional signs such as the one shown here.

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- 10.2 Everyone firstly identifies a sign by its shape rather than by recognising each individual letter. This is particularly so for the visually impaired person or someone with learning difficulties. As a result signs which use uppercase text can prove very difficult for the users to read and the words will have no shape. Ornate fonts can make signs very difficult to read for the visually impaired person or indeed someone with learning difficulties such as dyslexia. As a result all signs but particularly signs giving key information should use a simple font such as Arial or Helvetica which should generally be of the sans serif variety. In order that signs can firstly be located and then read it is important that signboards are well contrasted to their background. Arrows can be useful to signs but they can also be very confusing if not applied correctly. In general, signs should be designed so that arrows directing users to the left, up or down are set to the left hand side of the lettering. Arrows directing to the right should be to the right hand side of the lettering. As this is the Standard method, any sign adopting a different approach may prove confusing for the visually impaired person or someone with learning difficulties.

Signs in uppercase are a No . Constantly review your signage to ensure the criteria are being met. "signs should form part of an integrated communication scheme that gives clear directions, information and instructions for use of a building" – BS 8300:2001. Tactile signage makes visual information accessible to blind and partially sighted people. Accessible maps and signs ensure blind and partially sighted people can find their way around your school. This is a legal requirement to make sure your signage doesn't exclude people from accessing your school. Any new signs should be designed to meet the requirements of the Sign Design Guide. This is published by the JMU & Sign Design Society. Some of the signs at Nethergate School are in upper case.

10.3

Change all signage in uppercase to lower case letters. This is an example of incorrect signage.

B

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10.4 Classroom doors have been signed but lack uniformity throughout the school.

Incorporate a system of signage which is uniform. Below are some examples of signage from other schools which show the incorporation of tactile signage.

B

M

10.5

These are some examples of signage at other schools. Incorporate tactile signage in all your future signs.

C

M

Classrooms and Facilities

Nethergate School offers special educational provision for pupils with moderate learning difficulties including a broad and diverse identified range of needs. All pupils have a Statement of Special Educational Need. The School was originally built in 1964 but has recently been renovated. The School is now comprised of the Main School, the 6th Form, a Garage and the PE Shed. School Session times are 8.55am to 12 noon and 1pm to 3.30pm.

11.1

The classroom is the most common type of room in a school building. An appropriate classroom environment is important for successful teaching and learning and for ensuring that all students can participate equally in classroom activities. It is important that all students can circulate freely around the classroom, and can access storage areas, equipment, sinks, sockets, and so on. The provision of ample space and level access is important for those using assistive devices, such as wheelchairs, crutches or canes. Worktops and sinks should have knee space underneath to allow a wheelchair user to use them comfortably.

11.2



- 11.3 Students with emotional, psychological or mental health issues may need more space around them, or they may need access to quiet rooms to allow them to refocus. In some cases, they may need spaces that allow for engagement with a number of adults at one time. Appropriate use of lighting and colour can help to create a calming environment. Students who have intellectual or learning disabilities will benefit from a design approach that reduces visual and auditory distractions. Distractions can arise from other students passing through nearby corridors, or from noisy sports or music activities, or from external distractions, such as buses or grass cutting.
- 11.4 Students who have difficulties with remembering and concentrating will also benefit from reduced distractions. They may need access to assistive technology (such as a laptop computer with specialist software) to help them to manage their learning processes. Students who have speech disabilities may need alternative ways to communicate with their teachers and their peers. Classrooms designed to facilitate the use of computers with assistive technology can be very helpful in meeting and supporting these needs. Requirements include appropriate desk space, power points, and network connectivity (fixed or wireless). A suitable acoustic environment that avoids or reduces noise distractions will also be helpful.
- 11.5 The acoustics in classrooms are important, as children have proven that poor acoustics will make it more difficult for all pupils to understand the teachers voice and may actually shorten attention span. For deaf or hard of hearing pupils, this will be particularly the case, with room acoustics having a significant effect on that pupils ability to hear and understand the teacher. Whilst the SEN framework may provide auxiliary aids to help deaf or hard of hearing pupils to communicate with the teacher, good room acoustics will greatly assist this and may even prevent the need for such aids in the first place. In practical terms, using soft furnishings, carpets, or sound-absorbing notice boards may help to reduce the reverberation time in a classroom. Where sound-absorbing floor and wall finishes and fittings may not be appropriate for maintenance and durability reasons, providing a sound-absorbing ceiling may be more appropriate.
- 11.6 Most deaf children will have an auxiliary aid which will generally involve both the teacher and pupils wearing a headset. In an ideal environment a room loop system would be provided to all teaching spaces but this is not necessarily practical or indeed reasonable. In a classroom environment where a teacher may need to move around the room in the course of that lesson such a system is not practical nor is it a reasonable adjustment given the likely cost and relative impact on pupils and the fact that pupils needs, in the classroom environment, should be dealt with as part of your SEN framework.
- 11.7 Soundfield systems may offer some benefit to students with mild hearing loss who don't use hearing aids. The classroom will be fitted with speakers in the ceiling or walls to ensure that the teacher's voice is heard clearly throughout the classroom. Soundfield systems differ from traditional public address systems by making the sound clearer, not louder.

- 11.8 In existing schools, management solutions can help to reduce problematic background noise and improve acoustics. Solutions include keeping windows closed; using window blinds; putting rubber caps on chair legs; and using soft materials on walls, ceilings and other hard surfaces to reduce echo. Tablecloths, mobiles hanging from the ceiling, and wall displays using soft materials can all help to reduce echo. If these management solutions are not sufficient, expert advice should be sought in relation to the installation of suitable sound insulation.

- 11.9 UK guidance points out that a student with learning aids and a special needs assistant may need the same space as two non-disabled students. A student using a wheelchair and/or mobility aids may need the space used by three non-disabled students. Additional storage space may be required for large objects such as crutches, walking frames, and standing frames, which may be required at certain times of the day. It is important that space is managed to keep adequate circulation space available over time. Pupils with special needs may need to be taught in spaces with lower noise levels and shorter reverberation times than in mainstream classrooms and class bases. Special schools and SEN units in mainstream schools therefore require designing to a higher acoustic standard. Where pupils with these special needs are taught in mainstream schools, the acoustics of the spaces where they are taught may need to be enhanced to the same standards as those in special units. Provision will usually be required to teach these pupils in smaller groups so that ambient noise from other pupils is lower and distance between teacher and pupil is minimised.

- 11.10 Nethergate School has a good range facilities both inside and out, which are all aimed at providing comfortable and specialised learning environments to the children at the School.

- 11.11 UK guidance points out that a student with learning aids and a special needs assistant may need the same space as two non-disabled students. A student using a wheelchair and/or mobility aids may need the space used by three non-disabled students. Additional storage space may be required for large objects such as crutches, walking frames, and standing frames, which may be required at certain times of the day. It is important that space is managed to keep adequate circulation space available over time. The school is spacious and the design has been based on a DDA Secondary school model.

- 11.12 Furniture layouts in the classrooms have been carefully planned to ensure space at the entrance and access to key facilities such as the Smart Boards, storage areas, and practical zones. An 1800mm turning space at these areas has been maintained and a preferred circulation width of 1200mm for movement between them. A minimum of 900mm circulation width is available on all routes. This space is based on the requirements of wheelchair users, but will also benefit a range of other users.





11.13

In the school, the classrooms are well maintained with bright cheerful displays which celebrate children's work as well as working walls supporting children's independence and encouraging and stimulating learning. There are visual timetables supporting learning for all in the classes and these are specifically designed to support those with additional needs. There is provision of resources to enhance independent learning including high frequency word lists, easy grip writing tools and multi-sensory resources and supportive computer programmes, as well as additional computers and/or iPads and software/apps targeted at SEND children. Additional facilities would be provided should specific need arise (hydraulic changing mat) and the school would make all reasonable adaptations to support the needs of a child.
All the classrooms have carpets.

Children with mobility difficulties can sometimes have difficulties using lockers or cloakrooms.

Problems can arise with:

- the height of coat hooks
- the type of lock used on the locker
- the capacity of the locker to store mobility aids or assistive technology
- the space available around the locker

All of the classrooms at Nethergate School have their own lockers

11.14

Lighting has a significant impact on the ability of students to concentrate and learn in comfort. Controllable lighting systems, which can increase or decrease light levels in particular parts of the classroom, are very helpful for students with disabilities. It is important that lighting levels are reasonably consistent, so students do not experience wide variations in light levels when moving their vision from their own desk to the teacher. Lighting should take into account the different needs of all students. Students with vision loss need good lighting levels to enhance their sight, and may require additional lighting for certain tasks. Deaf and hard-of-hearing students need clear visibility for lip-reading. Some students may be particularly sensitive to glare. Therefore, it is important to be able to control the sunlight entering a space by installing suitable blinds.

11.15

The Internet is an essential element for education, business and social interaction. Internet use is a part of the statutory curriculum and a necessary tool for staff and pupils, and so the school has a duty to provide pupils with quality Internet access as part of their learning experience.

11.16

All of the classrooms at Nethergate have interactive whiteboards.

School Internet access has been designed expressly for pupil use including appropriate content filtering.

11.17

Pupils are given clear objectives for Internet use and taught what use is acceptable and what is not. Pupils are educated in the effective use of the Internet in research, including the skills of knowledge location, retrieval and evaluation.

At Nethergate School, technology also plays a significant part in the School's curriculum in widening the pupils' experiences and typical activities provided in school include music technology, film-making, computer animation (CGI), robotics and programming.

- 11.18 The school has iPads and Laptops in a number of classrooms for the children's use.



- 11.19 Communal areas are light, clean and adaptable to enable the effective use of larger spaces for canteens, assemblies, performance and examinations.



- 11.20 Nethergate provides structured play activities, swimming and horse-riding for its primary pupils, whilst KS3 also have the opportunity to experience food preparation, healthy eating and physical education in partnership with Notts County.

They welcomed the Government's announcement in June 2013 to provide additional funding for 2 years to improve provision of PE and sport in primary schools.

- 11.21 The funding provided will be used as Continual Professional Development (CPD) for their staff to create a lasting legacy through the delivery of high quality PE and Outside Games. The School is also committed to developing production inter schools competition for their pupils. They will, therefore, use the funding given to hire supply staff to allow their PE specialist to support the primary teachers in the PE delivery. They will also pay for professional development opportunities of their teachers in PE and sport and purchase quality assured professional development modules or materials for PE and Sport. They will also be investing in equipment to support the delivery of PE and Sport.

All pupils in KS1 & 2 access swimming and horse-riding cost free. Swimming is important to the children to develop their self-help skills as well as the physical benefits.

The shed on the School site houses a class set of mountain bikes, for the children's use.

The school has a hall which is used extensively for activities including assemblies and PE. The Hall is also used as a Dining Room.

- 11.22



Nethergate has a lovely library, with many kinds of books that their children find exciting and informative.

- 11.23 The Equality Act 2010 states that as well as there being access to the school building and to the curriculum, all children should have access to the written word. Pupils need to develop appropriate learning strategies and become independent and lifelong learners. School libraries are the cornerstone to this process. Libraries empower pupils, not only by supporting the teaching and learning in the school, but by giving them the freedom to make their own choices about reading and learning experiences.



- There has been a programme of continuous growth and improvement and updating of classrooms and facilities in the school and this is ongoing. The school has put much thought into accessibility. The original building was built in the 1960's and predates the Disability Discrimination Act, now the Equality Act. However, schools must make 'reasonable adjustments'.
- 11.24 Nethergate have made many improvements to access to their site for pupils with mobility difficulties or wheel chair users and access to their curriculum for those children with special needs.

This school could easily accommodate a child in a wheelchair, or a sight/hearing impaired child or a child with most other disabilities.

Curriculum

- 12.1 All pupils at Nethergate have a statement of special educational needs. Arrangements are made within the school to ensure that all children, whatever their special needs, have access to a broad, balanced curriculum and one appropriate to their needs. Pupils work in small class groups. Nethergate aim to provide a safe supportive and challenging learning environment that enables pupils to achieve personal growth in an atmosphere of mutual respect, energy and enthusiasm. At Nethergate, alongside academic achievement, the School places great emphasis upon the development of personal and social skills. The school follows the National Curriculum at Key Stages 1-4. They shape the curriculum to support each and every student to be as independent and emotionally literate as they are able. They encourage individuality and diversity in the school and the wider community and also value their links with other schools.
- 12.2 The school currently has one Primary and six Secondary Classes. The Primary class caters for pupils from Foundation Stage to the end of Key Stage 2 (Year 6). In Key Stage 3 (11 to 14 years) there are three parallel classes of Years 7 and 8 and one Year 9 class. In Key Stage 4 (14 to 16 years) there is one Year 10 class and one year 11 class. The School also now has a separate Sixth Form.
- 12.3 Personal learning and thinking skills (PLTS) are incorporated in lessons in all key stages to help individuals to learn about learning, be more independent and develop skills to help them to apply their knowledge.
- 12.3 All stages of education at Nethergate School incorporates all areas of the National Curriculum. The Primary curriculum is presented through a themed approach which incorporates all aspects of the National Curriculum, with particular emphasis on literacy and numeracy, with daily 'Letters and Sounds'; sessions to ensure that each pupil benefits from systematic phonics teaching at the appropriate level. The KS3 stage curriculum also incorporates Religious Education, PSHE and citizenship with specific aspects being taught through special weekly assemblies, focus weeks and discrete lessons. Children, in this stage, are taught in ability groups for Maths, English and Science in order to support and challenge each individual at the appropriate level. The 'Letters and Sound' system of teaching is continued to ensure progression in reading skills. As KS3 children enter Year 9 a special emphasis is placed on achieving a smooth transition into KS4 and the pupils are given opportunities for more responsibility around the school and in the local communication.

KS4 implements a full Foundation programme which they have titled 'Aspirations', where all pupils are entered for accredited qualifications at the level most suited to their ability, within the curriculum components offering functional skills, subject or vocational skills and personal and social development skills.

- 12.4 The School works with a number of partner organisations to enhance the curriculum including the YMCA Digital Audio Project, Laura Chambers Residential Home, Clifton Connexions, Notts County, Trent Bridge Cricket, Willow Road Catering, Honeycomb Charity Shop and Clifton Leisure Centre.

Teachers are responsible and accountable for the progress and development of the pupils in their class, including where pupils access support from teaching assistants or specialist staff. High quality teaching, differentiated for individual pupils, is the first step in responding to pupils who have SEN. All pupils are taught in small groups. Teachers plan highly differentiated activities to cater for all pupils' additional needs. The quality of teaching is closely monitored by the SLT through regular observations, monitoring of planning, work scrutiny, learning walks, staff appraisal and monitoring of assessment data.

- 12.5 All teachers access the statements/EHCP of the pupils they teach and pass on information to the staff they work with. The statements and Education, Health, Care Plans are reviewed annually with parents and pupils and any changes to the young person's needs are noted and changes in provision planned.

Provision for young people with SEN at Nethergate follows the four-part cycle recommended in the Code of Practice known as the ASSESS – PLAN - DO – REVIEW cycle. Earlier decisions and actions are revisited, refined and revised with a growing understanding of the pupil's needs and of what supports the pupil in making good progress and securing good outcomes. This is known as the graduated approach. It draws on more detailed approaches, more frequent review and more specialist expertise in successive cycles in order to match interventions to the SEN of children and young people.

- 12.6
- The School also has regular visits from the link physiotherapist, teacher of the deaf and teacher of the visually impaired. They also have close links with the community paediatricians, social workers, CAMHs and a range of counsellors and link workers. Speech and Language therapists also work in the school for two days a week.
- 12.7 The School's Special Needs Coordinator SENCO is Mrs S Heery M.Ed. BA QTS
Senior leadership team advocate is Mrs S Heery Lead Professional safeguarding family liaison and the SEN Governor is Lesley Odell.

- 12.8 Nethergate aim to develop a learning community where all pupils follow a broad, balanced and enhanced curriculum. Each pupil is encouraged to succeed and achieve their full potential whilst learning to establish independent working routines and manage their own behaviour through learning to make appropriate choices and accept responsibility. They promote positive attitudes to ethnic and cultural diversity and have high expectations of behaviour and learning. The staff and pupils show mutual respect, in the way they relate to each other. They encourage and recognise the role of parents as partners in learning process and believe everyone can learn and express their needs and aspirations. Achievements are celebrated and learning and teaching is enjoyable for the adults and the pupils.

Nethergate School has also actively developed partnerships with other schools and organisations to further develop and extend the curriculum. They work alongside these partners in order to expand individual horizons and extend pupils' expectations of themselves so that they can apply their skills in the wider world.

- 12.9 They are currently part of a Multilateral Comenius Project with special schools in Germany and Spain. Through 'Connecting Classrooms', a Nottingham City Council project, and also have links in Lebanon. These projects enable their pupils and the pupils from our partner schools to develop an understanding of different cultures and be able to participate and contribute to their communities.

Internal Stairs and Steps

- 13.1 There are no internal stairs or steps at Nethergate School

Internal Ramps

There is one internal ramp at Nethergate School which has excellent handrails on both sides at two heights. The ramp is also marked with contrasting colour carpet to allow a sight impaired person to identify the start and end of the changes in level.

- 14.1



Internal doors

The school is easy to move around and mostly free from width restrictions. All desks and chairs are moveable allowing a wheelchair user to be fully inclusive. The doors are at least 900mm width to allow ease of movement of wheelchairs and pupils with carers. The fire doors are auto opening or held on magnetic lock system during normal operation to ease movement.

- 15.1

No unnecessary doors were identified during the survey and doors are suitably contrasted against their surroundings. According to BS 8300 - Colour and luminance contrast should be used to distinguish the boundaries of floors, walls, doors and ceilings, e.g. if the architrave is the same colour as the door but a different colour from the surrounding wall, it may outline the opening for some visually impaired users when the door is open.

- 15.2

Doors have been fitted with vision panels so people can see each other either side of the doors and doors have been fitted with anti finger traps.

- 15.3



They are all distinguishable from their surroundings. Internal doors require a strip or sign at 900mm to 1500mm if they are glazed.

- 15.4

The glass doors were clearly visible when closed.

- 15.5

- 15.6 There is adequate space alongside the leading edge of the doors for a wheelchair user to pass through. A space of 300 mm should be provided alongside the leading edge of the door to enable wheelchair users to reach the handle. The Department of the Environment Part M Technical Guidance Document notes the importance of a 'leading edge' at every door. This is "an unobstructed space of at least 300mm between the leading edge of a single leaf door (when it opens towards you) and a return wall, unless the door is opened by remote automatic control. This enables a person in a wheelchair to reach and grip the door handle, then open the door without releasing hold on the handle and without the footrest colliding with the return wall".

- 15.7 Door controls are at a suitable height. All door furniture and fittings should be 1000mm above floor level but because of the type of school that this is, door furniture has been fitted at high level. Switches are the large touch plate type and the door handles the D-shape variety. All door furniture and fittings are in contrast to their background.

- 15.8 All the door closers are BS compliant.

- 15.9 Doors present some of the most common accessibility issues. They may be too "heavy" and require too much force to open. Heavy doors are especially difficult for people with disabilities and seniors with limited upper body strength and/or skills in using their hands. They may close too quickly for some people to pass through easily. People who move slowly or use mobility devices like wheelchairs or walkers may not be able to pass through fast enough. Luckily, these common problems can often be resolved by simply adjusting door closers.

Make frequent checks on all doors in the school and adjust when necessary.

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WC's general provision

- 16.1 Suitable toilet and washing facilities must be provided for the sole use of pupils, having regard to their age, number, sex and any special requirements they may have. Where the facilities are for disabled pupils, they may also be used by staff and visitors who are disabled. The Education (School Premises) Regulations stipulate that there should be at least one toilet for every 10 pupils under five years and one for every 20 pupils over that age. In special schools, the minimum provision is one toilet for every 10 pupils, irrespective of age. Staff toilets must be separate from those for pupils. Whilst the number of toilets for staff must be "adequate", the regulations do not specify a minimum provision.

- 16.2 Schools must have separate toilet facilities for male and female pupils aged 8 or over. Exceptions may be made for facilities for disabled users and for unisex toilets - those which are designed to be used by one person at a time and have doors that can be secured from the inside. If toilets are poor in schools, children are reluctant to use them, with many trying to hold on all day until they get home.

- 16.3 Controls in toilet facilities should be easy to understand and use. Door handles, cubicle latches, taps, and flushing mechanisms should be operable with a closed fist. The operation of these items should be uncomplicated. For the visually impaired person it is very important that fittings and items of equipment are well contrasted against their background so that they can be readily identified. When fittings such as basins, hand dryers etc. are poorly contrasted this can make it very difficult for the visually impaired person to use the toilet.

Nethergate School meets the required criteria for provision of toilets. Toilet and pupil changing facilities are modern, refreshing and safe. Facilities are dispersed across the school and offer privacy whilst being passively supervised. . All the toilets have slip resistant floors throughout.

16.4



Push button taps or lever taps are more suitable in wash rooms. Nethergate has fitted push button taps in all their toilets. The best taps on wash basins are non-concussive taps, which are self-closing taps. The main difference between self-closing taps and other taps is the fact that they turn themselves off after a set period of time. It also reduces the risk of people leaving the tap on and flooding the area. For the visually impaired person it is very important that fittings and items of equipment are well contrasted against their background so that they can be readily identified. When fittings such as basins, hand dryers etc. are poorly contrasted this can make it very difficult for the visually impaired person to use the toilet.

16.5

The Workplace (Health, Safety and Welfare) Regulations 1992 cover the supply of toilets and washing facilities for staff. The Health and Safety Executive (HSE) has a code of practice based on the law that explains the full requirements. Employers should arrange for separate facilities for men and women. If this isn't possible, toilets and washing facilities must have locks. These ensure privacy and security. The locks and handles must be simple to use. The locks in the staff toilets are correct.

16.6

Most disabled toilet users, and certain mobility impaired users will require additional space and equipment in order to be able to transfer onto and off a WC pan. Without the extra space and equipment it will prove completely impossible for disabled person to use the toilet. Therefore it is clearly discriminatory to provide standard toilets without providing an accessible alternative. The toilets at Nethergate also offer different personal hygiene cleaning facilities, such as a shower for the pupils to use.

16.7



WC's provision for disabled users

Ideally an accessible toilet should be provided wherever standard toilets are fitted but this is not always practical or feasible. Nethergate School has 3 disabled toilets one in the Main Building and one in the Sixth Form.

17.1

The third identified disabled toilet is cluttered with spare furniture In this disabled toilet there is no alarm or coat hook and it appears that it is no longer being used as a disabled toilet. If this is the case, the disabled sign should be taken off the door OR the toilet should be cleared and brought up to standard.

Decide on use of the 3rd disabled toilet and either remove the sign from the door or the clear the toilet of all clutter and bring up to standard.

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Toilets should have emergency call systems within easy reach of the toilets. A pull cord or a switch with large push pads is recommended and it needs to be signed 'pull in case of emergency'. Your accessible cubicles, in the Main Building and 6th Form, are fitted with alarms which represents best practice. You should appreciate that whoever responds to the alarm maybe faced with a rather sensitive situation and may also be required to lift a relatively heavy person back onto the WC pan or chair. Therefore you should firstly have a procedure set down for responding to these alarms. Whoever it is charged with responding to the alarm should receive disability awareness and etiquette training and some form of basic manual handling training.

17.2



Arrange disability awareness and etiquette training and some form of basic manual handling training for appointed members of staff.

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- 17.3 The minimum accessible toilet provision usually includes providing larger-than-standard-sized cubicles with grab rails in separate sex washrooms for ambulant people with disabilities. It also includes providing separate unisex wheelchair-accessible toilets. Unisex accessible toilets are designed with extra space and fittings to allow for independent use by wheelchair users. These are also commonly used by people with other mobility disabilities and vision loss. Providing a unisex cubicle with separate access allows for assistance to be provided by an assistant of either gender.

- 17.4 Controls in accessible toilet facilities should be easy to understand and use. Door handles, cubicle latches, taps, and flushing mechanisms should be operable with a closed fist. The operation of these items should be uncomplicated.

- 17.5 The hand washing and drying facilities should all be within easy reach of someone seated on the WCs. A person should be able to wash their hands before transferring back on the wheelchair from the WC. The basin fittings should all be suitable for people who cannot grip. There needs to be coated grab rails and hand rails and a rail on the back of the doors.

- 17.6 The location of the disabled toilets should be clearly signed. As a result of their condition or injuries a number of disabled people will have incontinence issues. As a result it is very important that accessible toilets can be quickly and easily located. Most of your pupils should be able to familiarise themselves with toilet positions but this will not be the case for visitors so it is recommended that the position of your accessible toilets are well signed. All three disabled toilets at Nethergate have a sign on their doors indicating they are disabled toilets.

Put a sign indicating the locations of the accessible toilets.

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- 17.7 Disabled toilets should not be used for storage as this will prevent manoeuvring of wheelchairs into position for frontal, lateral, angled and backward transfer both unassisted and assisted.

- 17.8 The accessible toilets should have a coat hook provided and a mirror fitted in each. This is a minor item but we do recommend that coat hooks at 1400mm and 1050mm above floor level are made available to wheelchair users and an ambulant disabled person. The disabled toilet in the Main Building has a mirror, but no coat hook. The disabled toilet in the Sixth Form has a coat hook, but no mirror.

Install a mirror in the disabled toilet in the Main Building and a coat hook in the disabled toilet in the Sixth Form at a suitable height to allow a wheelchair user to reach them.

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- 17.9 There is no law stating you can't use an accessible toilet if you are not disabled. Accessible toilets are plumbed for disabled use, not plumbed for exclusive use like a disabled car park. Cars stay in the one place for a long time. Hopefully when someone does their business in an accessible toilet it's a short trip in and out.

Kitchen and Dining Area, Staffroom

Where dining, eating or food preparation facilities are provided; care should be taken to ensure that all students and staff members can safely and independently use the facility. Dining environments should not be viewed as purely functional but should be structured to facilitate social interaction and inclusion with peers.

- 18.1 allow students carrying trays to safely pass dispensers for cutlery and condiments should be within reach of wheelchair users and people of small stature. These should be continuous to reduce the chances of dropping trays, and have knee space underneath to accommodate wheelchair users.
- Tables should be accessible
 - Aisles should be wide enough to
 - Self-service shelves and
 - Tray slides allow trays to be

The government have issued new food-based standards that have been introduced both at lunchtimes and at break times for schools and the new standards have made much clearer what schools can and cannot provide for their children in school.

- 18.2 Nethergate School uses the main hall as the dining area, at lunchtimes. A diverse, culturally aware lunchtime menu is prepared on site and focuses on providing a nutritionally balanced diet. Pupils may choose to bring a packed lunch if they wish.

At its most basic, every School is required by law to provide essential amenities such as toilets, wash stations and clean drinking water for staff. Most employees also hope to find additional facilities such as a cloakroom and somewhere clean to eat and drink during breaks. Nethergate School provides a large, well equipped staff room with quieter areas for work preparation. There are washing facilities for staff and a means of heating food or water for hot drinks. The Staff room at Nethergate School does not have a variety of seating.

18.3

Provide a variety of seating in the main staff room and at least one chair with two arms, to enable someone who has difficulty rising can use their arms to assist.

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Means of escape

Staff and students with disabilities should be able to evacuate a building promptly in the case of an emergency. Ensuring safe evacuation in an emergency is a complex issue, requiring consideration of a broad range of factors that it is not possible to cover in detail in this audit.

19.1

Some areas for consideration include:

- the use of both visual and audible alarm systems
- escape doors with opening devices and opening forces designed to meet the needs of both students and staff
- balancing personal dignity and independence with safety and speed of evacuation
- the risk of using lifts or evacuation chairs to evacuate people with mobility difficulties down or up to ground level

19.2

ensuring that evacuation chairs are suitable for the intended users

- ensuring that emergency contact facilities inside lifts (phones or intercom systems) are monitored at all times that the school may be used
- the needs of students who require personal care – for example, someone could be toileting with a carer when the alarm is raised or other respiratory conditions in particular the possible impact of smoke on everybody, particularly students with asthma

- 19.3
- the use of zones and compartmentation to support phased evacuation of the building
 - the use of vibrating alarms or other assistive technologies to raise the alarm for staff or students who are deaf or hard of hearing
 - the location of assembly points to be reachable by all students
 - Personal Emergency Evacuation Plans (PEEPs) for staff and students who may need assistance during evacuation
 - making students aware of evacuation procedures, which should be practiced regularly throughout the school year.
 - need assistance during evacuation

19.4

The school building is fitted with an audible alarm system but no visual means of warning. This is a potential barrier to hearing impaired users but in terms of a pupil, this is a matter that can simply be managed as teachers will be responsible for sweeping all areas and ensuring all pupils are evacuated.

19.5

People with disabilities can evacuate the building, and reach places of safety or refuge. Refuge systems must be provided where upper floors are made accessible. Each disabled pupil must have a personal emergency egress plan drawn up which would deal with any issues such as assistance in the event of fire. For further guidance as to such plans you should refer to personal emergency egress plans (PEEPS) published by the northern access officers group.

Safe places of refuge need to be well sign posted and easy to access. The fire risk assessment should determine if this is the case.

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19.6

Exit routes are regularly checked for obstacles and there were no obstacles on the day of the audit. Alarm systems are regularly checked by a qualified engineer. Fire doors regularly are checked by a qualified engineer. All fire doors are regularly maintained. The escape routes are clearly signed.

An individual should be delegated to ensure all escape routes are free from obstructions. This needs to be done daily

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19.7

Staff members are trained in helping mobility impaired people evacuate.

Continue to train staff to assist in evacuation procedures especially in helping the mobility impaired. Awareness training maybe required.

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19.8

The places of refuge are large enough for the projected number of people likely to need them.

Train staff to assist in evacuation procedures. Awareness training maybe required

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19.9

A fire risk assessment been carried out.

19.10

In the event of an emergency people with mobility impairments often get left behind and have to wait for the emergency services due to inadequate evacuation methods. In an emergency you may be faced with a high number of students and staff members looking to evacuate the school building quickly.

Building Management

20.1

Accessibility should be a key consideration when routine maintenance is being carried out, as it often presents an opportunity to improve the accessibility of a building. For example, when handrails are being painted, the colour selected should ensure good visual contrast between the handrail and the wall.

Good practice in maintenance routines include

- regularly cleaning paths to remove debris, such as leaves, ice and snow, and ensuring that they are clear of obstructions such as bicycles and motor cycles
- ensuring circulation routes are kept clear of obstructions
- maintaining door closers to keep opening forces to a minimum
- ensuring accessible toilets are not used for storing cleaning equipment or other materials
- using clear and legible signage
- updating signage when the way the building is used changes

20.2

The external routes (including steps and ramps) are kept clear, unobstructed and free from surface water, ice and snow.

20.3

Windows, blinds and lamps were clean and in working order.

20.4

Nethergate School has a written policy on compliance with relevant health and safety laws which is effectively implemented. The school premises, accommodation and facilities provided are maintained to a standard such that, as far as is reasonably practicable, the health, safety and welfare of pupils are ensured.

20.5

Lifts

21.1 There are no stair or passenger lifts at Nethergate School

Outdoor Spaces

It is important that all students can access and use the external spaces in a school, so that they can participate in social and recreational activities. Outdoor space in schools normally comprises a mix of hard surfaced and grassed areas. While grass may be a difficult surface for wheelchair users, access to grassed pitches can be provided using pathways or matting products. As well as areas for activities such as games and sports, quieter social spaces with seating should also be provided for students to use. Where playgrounds are provided, equipment should be carefully selected to ensure accessibility for all students, including wheelchair users, students who use crutches and walking frames, and those with hearing loss or vision loss.

22.1

Nethergate School has a good range of outside facilities for use by the children, including

- a field
- a trim trail
- outdoor play areas
- a sensory garden
- playgrounds
- allotment

22.2

A wide variety of activity is also available to pupils throughout the lunch break both indoors and out.



Seating is provided in the grounds and it is advisable to include some seating also suitable for a child in a wheelchair so they could feel more inclusive. Benches are available from certain suppliers which incorporate room for a person in a wheelchair to sit alongside their more able bodied peers as shown in the lower picture.

22.3

Purchase a suitable outdoor picnic table for wheelchair users.

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The head teacher is keen to carry forward the recommendations in this report.



Terms of this Equality Act 2010 Audit

The audit addresses and recognises the requirements of the Equality Act 2010 (Disability Discrimination Act (DDA) 1995 and 2005). The report includes recommendations for required remedial actions and ongoing monitoring and control measures. Guidance is also referred to such as BS8300: 2009 - Design of Buildings and Their Approach to Meet the Needs of Disabled People - Code of Practice; along with other applicable sources where appropriate.

The content of this report is based on the information and access provided to the consultant at the time of this audit. Any recommendations or advice in this report is based upon evidence seen. Whilst every care is taken to interpret current Acts, Regulations and Approved Codes of Practices, these can only be authoritatively interpreted by Courts of Law. Undergoing of the recommendations in the report could assist in meeting the requirements of the Equality act 2010/ Disability Discrimination Act but does not guarantee it. Nor does compliance with this report remove any liability on the part of the client or give protection against legal proceedings.

PURPOSE OF AUDIT

The purpose of the access audit is to assess how well a site performs in terms of access and ease of use by a wide range of potential users, including people with disabilities. The audit provides a certain "snapshot" of a building at one point in its life. As the starting point of an ongoing access action plan, it can be used to highlight areas for improvement as well as a general risk assessment.

The most obvious part of a building, which determines its accessibility, is the shell. Decisions made by the architect can fundamentally affect the accessibility for a long time.

When the building is fitted out, fixtures and fittings can be critical. Most do not survive as long as the building itself, and if deficiencies are identified, these can be included in the next potential refurbishment.

A building is next furnished and equipped, and at this stage many mistakes can occur. Furnishings are generally short-lived so opportunities for improvement tend to occur more regularly.

Finally, as the building is occupied, the way it is used and managed becomes crucial. Accessibility is affected when bad housekeeping exists causing tripping hazards or over-zealous polishing leads to slippery floors. Continual monitoring by management therefore has a considerable role to play.

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