



**ST JOHN'S COLLEGE CAMBRIDGE**  
**CHORISTERS AND PROBATIONERS**  
**ACCESSIBILITY POLICY**

**Revised August 2021**

## **Definition of Disability**

Disability is defined as follows by the Equality Act 2010:

A person has a disability if:

- he or she has a physical or mental impairment
- the impairment has a substantial and long-term adverse effect on their ability to perform normal day to day activities.

Under the Special Educational Needs and Disability (SEND) Code of Practice, 'long term' is defined as 'a year or more' and 'substantial' is defined as 'more than minor or trivial'. The definition includes sensory impairments such as those affecting sight or hearing, and long-term health conditions such as asthma, diabetes, epilepsy or cancer.

The College is required to make 'reasonable adjustments' for Choristers and Probationers with disabilities under the Equality Act 2010, to alleviate any substantial disadvantage that a disabled Chorister or Probationer faces in comparison with non-disabled pupils.

## **Principles**

The College recognises its duties under the Equality Act 2010

- Not to discriminate against disabled pupils in admitting them as a Chorister or Probationer, or in provision of training and associated services
- Not to treat disabled Choristers and Probationers less favourably
- To take reasonable steps to avoid putting disabled Choristers and Probationers at a substantial disadvantage (the 'reasonable adjustment' duty) in matters of admission and training

## **Accessibility Planning**

In conjunction with St John's College School, the College will work to provide all Choristers and Probationers with a broad and balanced choral music curriculum, differentiated and adjusted to meet the needs of individual Choristers and Probationers and their preferred learning styles.

The College recognises and values parents' knowledge of their child's disability and its effect on his ability to carry out normal activities, and respects the parents' and child's rights to confidentiality

## **Physical Environment**

The College complies with the Equality Act 2010 as far as possible and within the constraints imposed by listed buildings. The College commissioned an access audit in 2000 and has been working since then to put the necessary permanent structures in place.

The College will liaise with St John's College School to ensure that, as far as is practicable, suitable arrangements are made to meet the individual needs of Choristers or Probationers with special requirements.

## **Learning Environment**

The College will liaise with St John's College School to ensure that children with learning difficulties are provided with appropriate levels of support, such as additional teaching and any other material resources required, which will enable them to perform their duties as Choristers or Probationers.

## **Management**

The Director of Music is responsible for the musical education and the overall supervision of the Choristers and Probationers whilst they are in the care of the College, although the routine supervision of the Choristers and Probationers will be devolved regularly by the Director of Music to a member of St John's College School staff.

The Dean of Chapel has responsibility for matters relating to Safeguarding and Child Protection.

Arrangements for Health & Safety for Choir activities are made in line with the College's Health & Safety Policy, the Chapel Health & Safety Policy, the College Policy for tours and other external events and the Choir Tour Planning and Management of Choristers document, and are scrutinised by the Dean of Chapel as Head of Department for the Chapel and Choir.

The Domestic Bursar is responsible for the College's physical environment, supported by the Superintendent of Buildings and the Maintenance Department. The Domestic Bursar reports any matters requiring urgent attention with regard to disability access to the Buildings Committee and then to College Council.

The College Nurse is the College's Disability Liaison Officer with responsibility for matters relating to health, physical disabilities and accessibility.

The Governors of St John's College School are responsible for matters relating to parental hardship through their Hardship Committee.

## **Training**

The Choir Administrator, the Chapel Clerk and College Music Administrator are all qualified First Aiders. Training has also been given on a 'need to know' basis for those Choristers and Probationers with specific medical conditions (e.g. anaphylaxis, diabetes, and asthma). Training will continue to be tailored to provision for and understanding of specific conditions as appropriate.

## **Pastoral Care**

The overall management of the pastoral care of the Choristers and Probationers whilst in the care of the College is the responsibility of the Director of Music.

## **Summary**

The Council, by C.M.3325/7(b) of 10 July 2008 agreed that there was no legal requirement for the College to adopt an Accessibility Plan.

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