



## Accessibility Plan

### Introduction

The [Accessibility British Columbia Act](#) became law in BC in June 2021. Accessibility standards being developed and implemented will help remove and prevent barriers that restrict people with disabilities from equally participating in their community and foster an inclusive environment.

Government and listed organizations, including independent schools and public-school districts, must complete the following requirements under Part 3 of the Accessible BC Act (by September 1, 2023):

1. Establish an Accessibility Committee
2. Develop an Accessibility Plan
3. Create a mechanism to receive feedback on barriers to accessibility from members of the community.

### Terms

A **barrier** is anything that hinders the full and equal participation in society of a person navigating needs or disabilities.

**Impairment** includes a physical, sensory, mental, intellectual, or cognitive impairment, whether permanent, temporary, or episodic.

### About our School Community

Pattison High School is an Group 4 independent school serving over 100 international students on a campus located in downtown Vancouver, BC. Our school currently offers education from Grade 10 -12. Most of our students speak English as an additional language and we have a English language learning component to our program.

### Overview of Programs and Services

- Independent High School (Grades 10-12)
- Follows Ministry of Education and Child Care Curriculum Guidelines
- 6 teaching staff
- 6 administrative and support staff

### Accessibility Achievements

- Offers a wheelchair-accessible facility.
- Staff and faculty make accommodations for English Language Learners.



## Framework guiding our Work

- Pattison High School Accessibility plan falls under the umbrella of the AMS (FISA) Accessibility Committee Plan and will be reviewed, updated, and revised as necessary on an ongoing basis in response to community feedback that is received.
- Pattison High School Accessibility Working Group will do a physical audit of the property and buildings to determine upgrades/goals to be achieved by June 2024.
- Groups representing students with disabilities have not yet been consulted to determine how inclusion could be promoted.

## Statement of Commitment

Pattison High School is committed to equal access and participation for people with disabilities. We are committed to treating people with disabilities in ways that allow them to maintain their dignity and independence. We believe in inclusion. We are committed to meeting the needs of people who face accessibility barriers. We will do this by identifying, removing and preventing barriers and meeting the requirements of *The Accessibility Act*.

## Policies

- PHS will review all programs, services and new initiatives annually to ensure accessibility.
- PHS will make information available in an accessible format or provide communication support to people with disabilities in a way that considers their disability.

## Actions

<b>Action 1 – Establish Accessibility Working Group</b>	
<p><b>Initiatives/Actions</b></p> <ul style="list-style-type: none"> <li>• Management to appoint an accessibility coordinator (Erin Pettinger - Principal)</li> <li>• Management to establish an accessibility working group (Jeffery Deng, Azar Akbari, Alan Davies)</li> <li>• Accessibility coordinator to develop draft terms of reference for the working group, including purpose, timelines and membership.</li> </ul>	<p><b>Expected Outcomes</b></p> <ul style="list-style-type: none"> <li>• Each area of the school is represented in the working group.</li> <li>• The working group has detailed work plans and multi-year timelines.</li> <li>• Members participate in developing, implementing and updating the Accessibility Plan as needed.</li> </ul>



## Action 2 – Offer and provide information in an accessible format on request

### Initiatives/Actions

- Accessibility working group to develop a process for responding to requests for accessible support and services.
- Accessibility coordinator to communicate the process to all staff by email.

### Expected Outcomes

- Staff are aware of alternate formats and how to make them available to prospective parents, students and visitors.

## Action 3 – Staff Awareness and Training

### Initiatives/Actions

- Management to confirm the organization's commitment to accessibility in writing, endorse the commitment at meetings and celebrate progress.
- Management to offer accessibility training/awareness presentations to faculty and staff when needed and as appropriate.
- Accessibility working group to send emails and make presentations to faculty and staff when needed and appropriate.
- Management to acknowledge accessibility achievements and share information with staff in the school newsletter and faculty meetings

### Expected Outcomes

- Faculty and Staff understands accessibility and supports the implementation of the plan.
- Information on progress on implementing PHS' Accessibility Plan is available to staff.



<b>Action 4 – Monitor Progress</b>	
<b>Initiatives/Actions</b> <ul style="list-style-type: none"><li>• The accessibility coordinator and the working group will track progress on challenges, and requests for accommodations</li></ul>	<b>Expected Outcomes</b> <ul style="list-style-type: none"><li>• Management is aware of progress on compliance and considers future plans.</li><li>• The Accessibility Plan is posted on website and available in alternate formats.</li></ul>

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