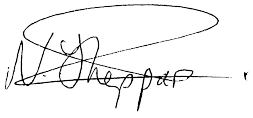
Carisbrooke College

EDUCATION IS OUR CASTLE

Accessibility Plan 2025 - 2028

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Signature:	
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Revisions

Policy Area / Section	Updated Plan
Document Scope & Review Timeline	Expanded to a multi-year Accessibility Plan 2025–2028; Next Review updated to November 2027.
Vision & Strategic Alignment	Added a dedicated Vision and Aims section, explicitly aligning with the HISP Multi Academy Trust Equality, Diversity, and Inclusion (EDI) Policy.
Statutory Legal Framework	Cites Schedule 10 of the Equality Act 2010 and the Public Sector Equality Duty (PSED), detailing 3 explicit statutory priorities.
Definition of Hidden Disabilities	Expands definition under Section 6 of the Equality Act 2010 to list explicit conditions: Autism Spectrum Condition (ASC), ADHD, speech and language impairments, diabetes, epilepsy, and inflammatory conditions.
School Site Profile & Audit Details	Formalises compliance with Building Regulations Approved Document M, detailing 5 specific site features: step-free access/automatic doors, vertical passenger lifts, hygiene rooms with hoists/changing benches, adjustable furniture, and evacuation chairs/PEEPs.
Action Plan Format & Targets	Streamlined into 5 core columns (Area, Strategic Objective, Key Actions Required, Lead Role, Timeline) covering 2025–2028.
Curriculum Access Actions	Specifies annual adaptive teaching CPD, neurodiversity screening tools, alignment with Isle of Wight Local Offer specialist advisory services, and inclusive technology/captions in subject scheme of work reviews by July 2026.
Physical Environment Actions	Details annual site safety audits evaluating drop-kerbs, contrast striping, lighting levels, and door opening pressures (led by Site/Business Manager every October).
Information Access Actions	Mandates WCAG 2.2 AA website compliance (auditing alt-text and screen-reader support by Dec 2025), rapid document conversion protocols, and accessible meeting/digital options for parents.
Governance & Linked Policies	Updated to explicitly link with the Children with Health Needs Who Cannot Attend School Policy, Supporting Students with Medical Conditions and Medications Policy, and Campus Site Plan.

Vision and Aims

This three-year Accessibility Plan (2025–2028) sets out how Carisbrooke College will improve accessibility for disabled students across the curriculum, physical environment and provision of information. The school is committed to creating an inclusive environment that also supports accessibility for disabled staff, parents, carers and visitors.

Strategic Context and Statutory Legal Framework

This Accessibility Plan is prepared in accordance with Schedule 10 of the Equality Act 2010 and supports the school's wider duties under the Equality Act 2010, including the Public Sector Equality Duty. Under the Equality Act 2010, schools have a statutory duty to prepare and implement a written accessibility plan designed over a prescribed period to:

1. **Increase Curriculum Access:** Ensure disabled students can access teaching, learning, and extracurricular opportunities equally.
2. **Improve the Physical Environment:** Enable disabled individuals to take full advantage of education, benefits, facilities, and services provided.
3. **Improve Information Access:** Provide information in alternative accessible formats to students, parents, and visitors within reasonable timeframes.

This plan directly aligns with the HISP Multi Academy Trust's overarching Equality, Diversity, and Inclusion (EDI) Policy, promoting a culture of proactive inclusion rather than reactive adjustment.

Definition of Disability and Core Principles

- Under Section 6 of the Equality Act 2010, a person has a disability if they have a 'physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.' ('Long-term' is defined as lasting or likely to last 12 months or more).
- This legal definition encompasses visible sensory or mobility impairments as well as 'hidden' disabilities, including Autism Spectrum Condition (ASC), Attention Deficit Hyperactivity Disorder (ADHD), severe mental health conditions, speech and language impairments, and chronic medical conditions such as diabetes, epilepsy, or inflammatory conditions.

Current School Site Profile and Accessibility Context

Carisbrooke College operates within modern, purpose-built educational facilities designed to meet contemporary accessibility standards (Building Regulations Approved Document M). The physical site features:

- Step-Free Access: Step-free level access across all main building entrances, level pathways, and automatic powered doors at key entry points.
- Vertical Circulation: Vertical passenger lifts serving all upper floor academic areas, science laboratories, and specialized suites.
- Hygiene Facilities: Accessible hygiene rooms equipped with hoist facilities, changing benches, and accessible toilets across all blocks.
- Specialist Furniture: Adjustable height science benches, technology tables, and specialist ergonomic seating in practical subjects.
- Emergency Evacuation: Evacuation chairs installed at all staircase landings, supported by trained emergency evacuation personnel and Personal Emergency Evacuation Plans (PEEPs).

Accessibility Action Plan (2025–2028)

The following multi-year action plan details strategic targets across Curriculum Access, Physical Environment, and Information Access, setting clear operational responsibilities, review timelines, and success criteria.

Area	Strategic Objective	Key Actions Required	Lead Role	Timeline
Curriculum Access	Deliver adaptive teaching CPD for all instructional staff	Conduct annual training on adaptive teaching, sensory processing, and reasonable classroom adjustments.	SENDCo / Asst Head	Annual / Ongoing
Curriculum Access	Enhance identification & support for hidden disabilities	Implement neurodiversity screening tools; align support with IW Local Offer specialist advisory services.	SENDCo	Termly Review
Curriculum Access	Embed accessibility in subject scheme of work reviews	Subject Heads incorporate inclusive technology, audio-visual captions, and tactile resources into curriculum design.	Heads of Dept	July 2026
Physical Environment	Conduct annual site accessibility and safety audits	Full physical site audit evaluating drop-kerbs, contrast striping, lighting levels, and door opening pressures.	Site Manager / Business Mgr	Annual (Oct)
Physical Environment	Maintain & audit Personal Emergency Evacuation Plans	Termly review of PEEPs for all mobility-impaired or sensory-impaired students; test evacuation chairs.	Health & Safety Officer	Termly
Information Access	Maintain WCAG 2.2 AA website accessibility compliance	Audit school website content, ensuring alt-text on images, screen-reader compatibility, and high contrast text.	ICT / Comms Lead	Dec 2025 / Ongoing
Information Access	Provide alternative document formats upon request	Establish rapid turnaround protocols for large print, dyslexia-friendly fonts, braille, or translated materials.	Admin Team	Ongoing
Information Access	Improve accessible communication for disabled parents	Offer digital, audio, email, and accessible meeting options for parents' evenings and EHCP reviews.	Pastoral Lead	Ongoing

Governance, Monitoring and Annual Reporting

The Accessibility Plan is monitored continuously and reviewed formally on an annual basis by:

- The Headteacher and Senior Leadership Team
- The Special Educational Needs Coordinator (SENDCo)
- The HISP Multi Academy Trust Inclusion and Safeguarding Director
- The Carisbrooke College Local Governing Body (Inclusion / SEND Governor)

An annual progress report evaluating success against the Action Plan targets is submitted to the HISP Multi Academy Trust Board of Trustees. The plan is published on the Carisbrooke College website.

Linked Policies and Document Availability

This plan links directly to:

- Carisbrooke College Special Educational Needs and Disability (SEND) Policy
- Supporting Students with Medical Conditions and Medications Policy
- Children with Health Needs Who Cannot Attend School Policy
- HISP MAT Equality, Diversity, and Inclusion Policy
- Health and Safety Policy and Campus Site Plan

Copies of this plan are available on the school website, in paper format at school reception, or in alternative accessible formats (large print, audio, translated) upon request to the school office.