



Carisbrooke College Accessibility Plan

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1. Introduction & Legal Framework

This Accessibility Plan is drawn up in accordance with the Equality Act 2010 and the associated Public Sector Equality Duty (PSED). It outlines how Carisbrooke College will continue to improve accessibility for pupils, staff, parents, and visitors with disabilities, ensuring full inclusion in all aspects of school life.

The Equality Act 2010 requires all schools to:

1. Not discriminate against disabled pupils in admissions, education, and associated services.
2. Make reasonable adjustments to policies, practices, and the environment to avoid substantial disadvantages.
3. Prepare and implement an Accessibility Plan to:
 - Increase access to the curriculum,
 - Improve the physical environment,
 - Improve the delivery of information to disabled pupils.

This plan aligns with HISP Multi Academy Trust's values of inclusivity, collaboration, and excellence, and supports the Trust's Equality, Diversity and Inclusion Policy.

2. Definition of Disability

Under 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.”

This definition includes sensory impairments, mental health needs, neurodiversity (such as autism or ADHD), and long-term medical conditions such as diabetes or epilepsy.

3. Key Objective

To ensure Carisbrooke College is fully accessible and inclusive by:

- Removing barriers to participation and learning for disabled pupils.
 - Promoting equality of opportunity across all areas of school life.
 - Embedding inclusive practice across teaching, leadership, and environment.
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4. Guiding Principles

Carisbrooke College and HISP MAT are committed to:

- Providing an inclusive, high-quality education for all pupils.
- Promoting a culture of equality, respect, and understanding.
- Taking a proactive approach to accessibility rather than reactive adjustments.
- Consulting pupils, parents, and staff in identifying and addressing barriers.
- Regularly reviewing progress and sharing outcomes transparently.

This plan supports the SEND Code of Practice (2015) and the Trust's SEND, Equal Opportunities, and Safeguarding Policies.

5. Scope of the Plan

This Accessibility Plan focuses on three key areas:

1. **Curriculum Access** – increasing participation and achievement for disabled pupils.

2. **Physical Environment** – ensuring all facilities and learning spaces are accessible.
3. **Information Access** – providing information in formats accessible to all.

6. Current Context

Carisbrooke College is a **modern, purpose-built school** designed to meet current accessibility standards. The site includes:

- Step-free access to all areas via lifts and level pathways.
- Accessible toilets and hygiene facilities.
- Automatic doors at key entry points.
- Specialist adjustable furniture and equipment in practical areas (e.g., science, design & technology).
- Evacuation chairs and trained staff for emergency situations.

7. Accessibility Action Plan (2025)

Area	Objective	Actions	Responsibility	Timescale / Review	Success Criteria
Curriculum Access	Ensure teaching and learning are fully inclusive	Regular CPD for all staff on differentiation, adaptive teaching, and reasonable adjustments	SENDCo / Assistant Head (Inclusion)	Annual (ongoing)	Staff confidently adapt curriculum and assessment for individual needs
	Improve identification and support of pupils with hidden disabilities (e.g. autism, mental health)	Use graduated response and external agency collaboration	SENDCo	Ongoing	Increased participation and reduced exclusions for SEND pupils

	Integrate accessibility objectives into subject and department improvement plans	HoDs include accessibility in self-evaluation	Leadership Team	Annual	Accessibility embedded in curriculum design
Physical Environment	Maintain full physical access across the site	Conduct annual accessibility audit and address identified improvements	Site Manager / Business Manager	Annual inspection	All areas remain compliant with accessibility standards
	Ensure signage and wayfinding are accessible	Install high-contrast signage where needed	Site Team	By July 2026	Visitors and pupils navigate the site independently
	Ensure emergency procedures support disabled users	Review Personal Emergency Evacuation Plans (PEEPs)	Health & Safety Officer	Reviewed termly	Safe evacuation for all users
Information Access	Provide information in accessible formats	Offer large print, electronic, or audio versions on request	Admin / SEND Team	Ongoing	All requests met within reasonable timeframe
	Ensure website meets accessibility standards (WCAG 2.2 AA)	Audit and upgrade web content	ICT / Communications	By end of 2025	Website compliant and accessible
	Improve communication with parents with disabilities	Provide alternative communication methods (email, phone, meetings)	Admin / Pastoral	Ongoing	Positive feedback from parents on accessibility

8. Monitoring and Review

- The plan will be reviewed annually by:
 - The Headteacher
 - The SENDCo
 - The HISP MAT Inclusion and Safeguarding Lead
 - The Local Governing Body
 - Progress will be reported to the HISP MAT Board of Trustees through annual inclusion reports.
 - The plan will be published on the school website.
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9. Linked Policies

This plan links to and should be read alongside:

- SEND Policy
 - Equality, Diversity and Inclusion Policy (HISP MAT)
 - Health & Safety Policy
 - Curriculum Policy
 - Safeguarding and Child Protection Policy
 - Behaviour Policy
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10. Availability of the Plan

The Accessibility Plan is available:

- On the Carisbrooke College website,
- In paper format upon request,
- In alternative formats (e.g. large print, audio, translated) as needed.