Academix Learning Ltd

Accessibility Plan

Policy Version: 1.0

Approved By: Directors

Policy Owner: Managing Director

Review Date: 01.09.2027 – Annually

Applies To: All staff, learners, volunteers, contractors and visitors

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1. Purpose

Academix Learning Ltd is committed to providing an inclusive learning environment where all learners have equal opportunities to participate, achieve and succeed.

This Accessibility Plan sets out how Academix Learning Ltd will improve access to education, training, information and facilities for learners with disabilities and additional needs, ensuring compliance with the **Equality Act 2010** and supporting the organisation's commitment to equality, diversity and inclusion.

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2. Aims

Academix Learning Ltd aims to:

- Increase access to education and training for disabled learners.
- Remove barriers to participation wherever reasonably practicable.
- Improve the physical environment for learners, staff and visitors.
- Improve the accessibility of information and communication.
- Promote independence, dignity and equality.
- Ensure reasonable adjustments are implemented promptly.
- Foster an inclusive culture where everyone feels valued and respected.

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3. Legal Framework

This plan has been developed with reference to:

- Equality Act 2010
- Children and Families Act 2014
- SEND Code of Practice (2015)
- Human Rights Act 1998
- Education Act 2011
- Data Protection Act 2018
- UK GDPR
- Keeping Children Safe in Education (current edition)
- Working Together to Safeguard Children (current edition)

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4. Scope

This plan applies to:

- Learners
- Apprentices
- pupils
- Staff
- Volunteers
- Contractors
- Visitors

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5. Definition of Disability

Academix Learning Ltd adopts the definition within the Equality Act 2010.

A person is considered disabled 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.

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6. Principles

Academix Learning Ltd will:

- Treat everyone fairly and respectfully.
- Anticipate barriers wherever possible.
- Make reasonable adjustments.
- Promote learner independence.
- Consult learners regarding their needs.
- Review support regularly.

- Promote equality of opportunity.
- Ensure accessibility is considered when planning services.

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7. Improving Access to Learning

We will:

- Differentiate teaching methods.
- Adapt learning materials where appropriate.
- Offer accessible assessment arrangements.
- Provide additional learning support.
- Allow extra processing or assessment time where required.
- Use assistive technology when available.
- Provide accessible classroom layouts.
- Encourage flexible approaches to learning.
- Support learners with communication needs.

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8. Improving the Physical Environment

Academix Learning Ltd will seek to ensure that learning environments are accessible wherever reasonably practicable by:

- Maintaining safe access routes.
- Providing step-free access where available.
- Ensuring appropriate lighting.
- Maintaining clear signage.
- Providing suitable toilet facilities where available.
- Reducing environmental hazards.
- Ensuring evacuation procedures consider disabled learners.
- Reviewing accessibility during premises audits.
- Working with landlords where improvements are required.

Where delivery takes place at partner venues, accessibility requirements will be considered before programmes commence.

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9. Accessible Information

Academix Learning Ltd will make information available in accessible formats where reasonably required, including:

- Large print.
- Electronic documents.
- Plain English.
- Coloured paper where appropriate.
- Screen-reader compatible documents.
- Accessible PDFs.
- Verbal explanations.
- Visual aids.
- Alternative communication methods where appropriate.

Learners will be encouraged to identify accessibility needs during enrolment or at any stage of their learning programme.

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10. Reasonable Adjustments

Reasonable adjustments may include:

- Additional support sessions.
- Modified teaching methods.
- Flexible timetables where appropriate.
- Accessible resources.
- Specialist equipment.
- Adapted assessments.
- Rest breaks.
- Accessible seating arrangements.
- Alternative methods of demonstrating learning.

Adjustments will be based on individual need and reviewed regularly.

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11. Digital Accessibility

Academix Learning Ltd is committed to ensuring that digital learning is accessible by:

- Using accessible document formats.
- Providing clear and consistent online navigation.
- Considering compatibility with assistive technologies.
- Using readable fonts and colour contrast.
- Providing captions or transcripts for learning materials where appropriate.
- Encouraging staff to follow digital accessibility best practice.

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12. Emergency Planning

Emergency procedures will take account of the needs of disabled learners, staff and visitors.

Where required:

- Individual evacuation arrangements will be developed.
- Staff will be informed of relevant support requirements.
- Emergency information will be communicated in accessible formats.
- Accessibility considerations will form part of risk assessments.

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13. Staff Responsibilities

All staff are responsible for:

- Promoting inclusion.
- Identifying barriers to learning.
- Implementing reasonable adjustments.
- Reporting accessibility concerns.
- Treating learners with dignity and respect.
- Maintaining confidentiality.
- Completing mandatory equality and safeguarding training.

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14. Leadership Responsibilities

Senior Leaders will:

- Monitor accessibility across the organisation.
- Ensure compliance with legislation.
- Allocate resources where reasonably practicable.
- Monitor learner outcomes.
- Review accessibility arrangements.
- Seek learner feedback.
- Promote continuous improvement.

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15. Learner Involvement

Learners will be encouraged to:

- Discuss their accessibility needs.

- Participate in support planning.
- Provide feedback on accessibility.
- Report barriers to learning.
- Suggest improvements.

Learner voice is central to the continuous improvement of accessibility arrangements.

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16. Accessibility Action Plan

Objective	Actions	Responsibility	Timescale	Success Criteria
Improve access to learning	Identify support needs during enrolment and review regularly	Tutors / Learning Support	Ongoing	Individual needs identified and supported
Improve physical access	Review premises annually and address barriers where reasonably practicable	Managing Director	Annual	Safe and accessible learning environment
Improve access to information	Produce information in accessible formats when required	All Staff	Ongoing	Learners can access information effectively
Staff development	Deliver annual Equality, Diversity, Inclusion and Accessibility training	Managing Director	Annual	Staff confident in inclusive practice

Objective	Actions	Responsibility	Timescale	Success Criteria
Digital accessibility	Review digital resources for accessibility	Quality Lead / Tutors	Annual	Online learning materials meet accessibility needs
Learner engagement	Collect learner feedback regarding accessibility	Quality Lead	Termly	Improvements identified and implemented

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17. Monitoring

The Accessibility Plan will be monitored through:

- Learner feedback.
- Quality assurance activities.
- Internal audits.
- Complaints monitoring.
- Equality monitoring.
- Achievement and retention data.
- Ofsted preparation activities.

Progress against this plan will be reported to the Directors.

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18. Related Policies

This plan should be read alongside:

- Inclusion Policy
- Equality, Diversity and Inclusion Policy
- SEND Policy
- Safeguarding and Child Protection Policy
- Health and Safety Policy
- Behaviour Policy
- Complaints Policy
- Prevent Duty Policy
- Data Protection Policy

19. Review

This Accessibility Plan will be reviewed:

- Annually.
- Following legislative changes.
- Following significant organisational changes.
- Following learner feedback.
- Following recommendations from Ofsted or other external quality assurance activities.

Approval

Version	Approved By	Date	Review Date
1.0	Directors	01.09.2026	Annual

Commitment Statement

Academix Learning Ltd is committed to ensuring that disabled learners, staff and visitors are able to access education, training and services as independently and safely as possible. We will continue to identify and remove barriers, make reasonable adjustments, and promote an inclusive culture in which everyone can participate fully and achieve their potential.