

1. PURPOSE

- 1.1 The purpose of this Accessibility Policy is to ensure that Indie Education provides an inclusive environment where all colleagues and learners can access high-quality education, support, and employment opportunities. The policy sets out objectives and actions to remove barriers and promote equality and accessibility across all sites, activities, and digital platforms.

2. LEGAL FRAMEWORK

2.1 This plan is informed by:

- 2.1.1 Equality Act 2010
- 2.1.2 SEND Code of Practice (2015)
- 2.1.3 Public Sector Bodies (Websites and Mobile Applications) Accessibility Regulations 2018
- 2.1.4 DfE Guidance on Accessibility Plans
- 2.1.5 Digital Accessibility Standards for Schools and Colleges (DfE, 2025)

3. SCOPE

- 3.1 This policy applies to all Indie Education colleagues (including full time, part time, permanent, fixed term, agency, and casual staff), contractors, volunteers, learners, parents/carers, trustees, and visitors. It covers all policies, procedures, and practices across the organisation.

4. CURRENT CONTEXT

4.1 Indie Education embed inclusive practice through:

- 4.1.1 A learner-centred curriculum that accounts for individual differences
- 4.1.2 Safeguarding protocols that include digital safety and responsible use of technology
- 4.1.3 A careers strategy that promotes equitable access to future pathways

- 4.2 **Note:** The site currently lacks wheelchair access at the main entrance and fire door. Adaptations are being planned to address this, along with a statement of intent submitted jointly between the landlord and proprietor of Indie Education (planning submission October 2025)

5. OBJECTIVES

5.1 Curriculum and Professional Access

- 5.1.1 Audit all curriculum materials and professional resources for accessibility (readability, formats, inclusive content).
- 5.1.2 Provide CPD and training on inclusive teaching, learning, and working strategies for all staff.
- 5.1.3 Ensure curriculum and professional development are designed to meet individual needs and support positive social and employment outcomes for both colleagues and learners.

5.2 Physical Environment

- 5.2.1 Conduct accessibility audits of all sites, including staff and learner areas.
- 5.2.2 Install visual and tactile signage for all users.
- 5.2.3 Adapt fire exits and ensure wheelchair access throughout all sites for both colleagues and learners.

5.3 Digital Accessibility

- 5.3.1 Review website, VLE, and all digital platforms for WCAG 2.1 compliance.
- 5.3.2 Provide assistive technology training for both staff and learners.
- 5.3.3 Ensure all digital communications and resources are available in accessible formats for everyone.

5.4 Employment and Participation Practices

- 5.4.1 Implement 'blind recruitment' and positive action statements for staff recruitment.
- 5.4.2 Provide mandatory equality and diversity training for all staff and volunteers.
- 5.4.3 Make reasonable adjustments for colleagues and learners with different needs to ensure full participation.

5.5 5. Travel and Transport Strategy

- 5.5.1 Audit transport arrangements for accessibility for both colleagues and learners.
- 5.5.2 Work with local authorities and transport providers to improve public transport links and ensure vehicles are wheelchair accessible.
- 5.5.3 Provide information about accessible travel options to parents/carers, staff, and learners.
- 5.5.4 Explore dedicated accessible transport for learners and colleagues with complex needs.

5.6 Information Access

- 5.6.1 Ensure all policies, communications, and key documents are available in accessible formats (large print, audio, Easy Read) for both colleagues and learners.

6. ACTION PLAN

Objective	Action	Lead	Timeline	Success Criteria
Curriculum Access	Audit curriculum materials for accessibility (e.g. readability, formats, inclusive content)	Curriculum Lead	Spring 2026	All subjects offer accessible formats

	Provide CPD on inclusive teaching strategies	CPD Coordinator	Ongoing	100% staff trained annually
	Curriculum is designed to meet individual pupil needs and support pupils to meet social outcomes.	Curriculum Lead	Ongoing-Adapting curriculum	EHCP Outcomes-annual reviews
Physical Environment	Conduct accessibility audit and RA of the site	Building Owner /Site lead	Autumn 2025	Audit completed and actions prioritised
	Install visual and tactile signage where needed	Site Leads	Autumn 2025	Signage in place at all key access points
	Ventilation Pipes located in outdoor space need raising to the second floor.	Building Owner	December 2025	Ventilation pipes are at a safe level and not ventilating into the pupil outdoor space.
	Creative Mill site is not			Wheelchair access

	currently wheelchair accessible past the main reception area. Stairlift or ramp is being explored to ensure full accessibility to Indie Education at Creative Mill.	Building Owner	Summer 2026	throughout Creative Mill Site.
	Fire exits will require adapting to meet required regulations for wheelchair users at Creative Mill. Seek guidance from building owner on laws and legislation around this.	Building Owner	Summer 2026	Fire exits cater for wheelchair access.
Digital Accessibility	Review website and VLE for WCAG 2.1 compliance. Provide assistive tech training for	External Indie IT Lead	January 2026 Ongoing	Accessibility statement published Increased use of tools like screen readers, dictation Staff can navigate online

	staff and learners	Indie Site Leads		systems and operate day to day. Learners can access their online education and learning content.
	Online monitoring system in place to safeguard learners.	External Indie IT Lead	Ongoing	IT Lead is updating monitoring and filtering system for Indie Education.
	Pupils are provided with IT equipment to access their education at Indie UK	External Indie IT Lead	Provided at Induction	All pupils have access to IT equipment.
	Curriculum incorporates how to navigate IT systems and equipment to prepare learners for life after Indie.	Curriculum Lead	Spring 2026	Pupils have knowledge of how to utilise IT equipment to succeed in future pathway options
Information Access	Ensure all policies and communications are available in accessible formats	Site Leads	Ongoing	All documents available in large print, audio, or Easy Read upon request

7. MONITORING AND REVIEW

- 7.1 This plan will be reviewed annually by the Indie Leadership Team and CEO.
- 7.2 Progress will be reported in an annual Improvement Plan.
- 7.3 Feedback from learners, parents, and staff will inform updates.

8. RELATED POLICIES

- 8.1 Curriculum Policy - Indie Education UK
- 8.2 Child Protection and Safeguarding Policy - Indie Education UK
- 8.3 Careers Strategy - Indie Education UK
- 8.4 EAL Policy- Indie Education UK

9. AUTHORISATION

- 9.1 This document has been authorised by the Chief Executive Officer.