



ACCESSIBILITY PLAN 2025 - 2028

Introduction:

Meeting Individual Aspirations & Goals (MIAG) is committed to providing an inclusive environment where all learners, staff, and visitors can access education, information, and facilities equally. This Accessibility Plan is developed in line with the Equality Act 2010, which requires Education Providers to:

- ✚ Increase access to the curriculum for learners with disabilities
- ✚ Improve and maintain access to the physical environment
- ✚ Improve the delivery of information to learners and parents with disabilities

This plan should be read alongside MIAG's policies for Equality, SEND, Health & Safety, Safeguarding, and Curriculum.

Definition of Disability:

Under the Equality Act 2010, a person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. MIAG recognises that the majority of our learners have Special Educational Needs and/or Disabilities (SEND) and/or Social, Emotional and Mental Health (SEMH) needs, and we aim to remove barriers to participation and achievement wherever possible.

Vision and Aims:

MIAG's vision is to meet individual aspirations and goals by providing a safe, nurturing, and flexible learning environment.

We aim to:

- ✚ Ensure equal access to learning and participation in all aspects of learning
 - ✚ Identify and remove barriers that prevent learners from achieving their potential
 - ✚ Foster an inclusive ethos across our provision
 - ✚ Consult with learners, parents, and professionals to continuously improve accessibility
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Roles and Responsibilities:

- ✚ **Directors:** Ensure compliance with the Equality Act and approve the plan
 - ✚ **Chief Operating Officer:** Leads implementation, monitors progress, and reports annually to Directors
 - ✚ **SENDCo/DSL:** Identifies accessibility needs and advises on reasonable adjustments
 - ✚ **Health & Safety Lead:** Oversees physical environment adaptations and accessibility audits
 - ✚ **All Staff:** Promote inclusion and implement reasonable adjustments in daily practice.
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Current Position (Baseline Audit):

MIAG has undertaken an accessibility audit, identifying the following strengths and areas for development:

- ✚ **Curriculum:** Flexible curriculum pathways, differentiated teaching, and small group support. The addition of ELSA (Emotional Literacy Support) enhances our Curriculum offer
- ✚ **Environment:** Ground-floor teaching spaces, and calm breakout areas
- ✚ **Information:** Learner-friendly documents, visual supports, and parent communication through varied media

Areas identified for improvement are addressed in the action plan below.

Accessibility Action Plan (2025–2028)

Objective:	Action:	Responsibility:	Timeframe:	Success Criteria:
Improve access to the curriculum for all learners	Review curriculum materials to ensure accessibility (e.g. visual resources, simplified text, use of assistive tech). Provide CPD for staff on inclusive teaching strategies.	Curriculum and Assessment Manager/SENCO/DSL	Annual	All learners can access the curriculum at their ability level
Develop staff understanding of disability and inclusion	Deliver annual training on SEND, SEMH, sensory needs, and equality	COO & SLT	Termly as part of CPD Programme	Staff demonstrate inclusive practice in lessons and support plans
Improve physical accessibility of MIAG premises	Conduct annual accessibility audits. Review access routes, signage, lighting, and furniture layout. Ensure any new premises or refurbishments meet DDA standards	COO & Health & Safety Lead	Termly	Buildings are accessible and meet statutory requirements
Strengthen learner voice in accessibility improvements	Gather regular feedback through learner voice, surveys, and reviews to inform actions	SENCO/DLS/All Staff	Termly	Learner feedback informs future accessibility planning
Enhance access to information for parents and learners	Provide key policies and communications in accessible formats (easy	SENCO	Annually	All stakeholders can access and understand information

	read, large print, audio, or translated versions). Use visual timetables and pictorial signage			
Embed accessibility into planning and review processes	Include accessibility considerations in all new policies, risk assessments, and site plans	SLT	Annually, or as part of a policy review schedule	Accessibility is a standing agenda item in all reviews

Monitoring and Evaluation:



Progress towards the accessibility targets will be monitored by the Strategic Leadership Team and reported annually to the Directors.



The plan will be reviewed **every three years**, or sooner if significant changes occur (e.g. new premises, staffing changes, or legislation updates).

Communication of the Plan:

The Accessibility Plan will be:



Available on the MIAG website and in the staff shared area



Provided in alternative formats upon request



Shared with staff, learners, parents, and professionals as part of induction and review processes

Linked Policies



SEND Policy



Equality and Diversity Policy



Health & Safety Policy



Safeguarding and Child Protection Policy



Curriculum Policy



Behaviour and Positive Handling Policy