

BIRMINGHAM INDEPENDENT COLLEGE
ACCESSIBILITY PLAN

DRAFT

Remain as Draft until Next Review by Parents/Carers : July 2026

Accessibility Plan 2026

Aims

This plan outlines how Birmingham Independent College aims to increase access to education for students with disabilities in the three areas required by the planning duties in the Equality Act 2010 (i.e. the curriculum, physical environment and information).

A person is regarded as having a disability under the Act where 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 plan aims to:

- Increase the extent to which students with disabilities can participate in the curriculum
- Improve the physical environment of the college to enable students with disabilities to take better advantage of education, benefits, facilities and services provided.
- Improve the availability of accessible information to students with disabilities.

The above aims will be delivered within a reasonable timeframe, and in ways which are determined after taking into account students' disabilities and the views of parents and pupils. In the preparation of an accessibility strategy, the LA must have regard to the need to allocate adequate resources in the implementation of this strategy.

The Proprietorship also recognises its responsibilities towards employees with disabilities and will:

- Monitor recruitment procedures to ensure that individuals with disabilities are provided with equal opportunities.
- Provide appropriate support and provision for employees with disabilities to ensure that they can carry out their work effectively without barriers.
- Undertake reasonable adjustments to enable staff to access the workplace.

The plan will be resourced, implemented, reviewed and revised in consultation with:

- Student's parents.
- The Head of College and other relevant members of staff.
- Proprietors
- External partners.

This plan is reviewed every **three** years to take into account the changing needs of the college and its students. The plan is also reviewed where the college has undergone a refurbishment.

The Accessibility Audit

The Proprietorship will undertake an annual Accessibility Audit. The audit will cover the following three areas:

- Access to the curriculum – the Proprietorship will assess the extent to which students with disabilities can access the curriculum on an equal basis with their peers.
- Access to the physical environment – the Proprietorship will assess the extent to which students with disabilities can access the physical environment on an equal basis with their peers.
- Access to information – the Proprietorship will assess the extent to which students with disabilities can access information on an equal basis with their peers.

When conducting the audit, the Proprietorship will consider all kinds of disabilities and impairments, including, but not limited to, the following:

- Ambulatory disabilities – this includes students who use a wheelchair or mobility aid
- Dexterity disabilities – this includes those whose everyday manual handling of objects and fixtures may be impaired
- Auditory disabilities – this includes those with hearing impairments and sensitivities
- Comprehension – this includes hidden disabilities, such as autism and dyslexia

The findings from the audit will be used to identify short-, medium- and long-term actions to address specific gaps and improve access.

All actions will be carried out in a reasonable timeframe, and after taking into account students' disabilities and the preferences of their parents. The actions that will be undertaken are detailed in the following sections of this document.

Birmingham Independent College – Accessibility Plan February 2026

PLANNING DUTY 1. CURRICULUM

	Issue	What	Who	When	Outcome	Review	Completion (Name & Date)
Short Term	Do you ensure that financial difficulties do not prevent students with SEND being included in activities and events	All trips currently are funded by the college, parents of students who do not have free school meals are required bring along snacks/lunch for their child.	SLT	Ongoing	All students can attend school trips	As part of educational Visits Policy Review	All students are included in all events at BIC and when we access the wider community. Vivienne Lambert – Feb 2026
Medium Term	Are students and their families fully involved in the review of individual plans regarding curriculum access?	Parents & Students asked in annual reviews to identify any additional access issues they are aware of	SENCO	Ongoing	Parents & Students feel there are no barriers to learning at BIC	As part of the annual review process	All parents and students attend annual reviews where their progress and access to our curriculum is reviewed and then any required adjustments are made. Vivienne Lambert – Feb 2026

PLANNING DUTY 2: PHYSICAL ENVIRONMENT

	Issue	What	Who	When	Outcome	Review
Short Term	Is accessible signage used, throughout the setting's environment, at all activities and events?	There is very little directional signage in college and we will need to research if additional signage is required	HM and VL	Spring 2026	Additional signage which is accessible and tactile added to the school buildings	This is to be further reviewed to ascertain the type of signage required for all needs of the students and staff though there have been no concerns raised in relation to the current signage by any stakeholders. V Lambert – Feb 2026
Short Term	Are direction or information signs (including means of escape) visible from both sitting and standing eye levels, and are they in upper and lower case, and large enough type to be read by those with impaired vision?	We will look at increasing the size of the evacuation maps to A3 for all rooms	VL	Spring 2026	Larger evacuation maps in all rooms	To be carried out across site. A4 maps are in almost all rooms to direct visitors, aid escape and inform of position. V Lambert – Feb 2026
Short Term	Can the emergency call system in toilets be operated from floor level?	Adapted toilets on Ground Floor, 1 st Floor and 2 nd Floor have cords that are to floor level.	VL	Spring 2026	All pull cords reachable from floor level	Disabled toilet alarms are tested once a week. Records kept in the office.

						Emergency Lighting, Alarms and Fire Protection in excel form. Cords ordered to extend to floor level, once arrived, will then install. V Lambert – Feb 2026
Short Term	Is the building equipped to provide hearing assistance?	The building has induction hearing loop on the ground and First floor only. BIC cannot meet needs of any students with hearing impairments.	HM & VL	Ongoing	No changes to BIC offer anticipated.	Review when the need arises. V Lambert – Feb 2026
Short Term	If the door is power-operated does it have visual and tactile information?	Power doors are operated by fob and keypad. There are no visual or tactile information. We research specific signage information for use of these doors	VL	Spring 2026	Additional signage which is accessible and tactile added to the school building.	This is to be implemented although no stakeholders have raised concerns. V Lambert – Feb 2026
Medium Term	Are highly visible markings used to ensure the safety of students with a visual impairment?	BIC does not have any students with a visual impairment and is not part of our offer.	HM	Ongoing	No changes to BIC offer anticipated	Annually. V Lambert – Feb 2026
Medium Term	Can the door furniture/handles be easily operated/grasped?	It would be difficult to change all door handles to meet the needs of all of our students, but those who can't open doors would have support where required	VL	Ongoing	Door handles are appropriate for all students who move around school independently	Review handles required when new students arrive each September. V Lambert – Feb 2026

Long Term	Are calm low sensory areas available in the setting?	There may be a need to have further deregulation rooms for some students	HM & VL	BIC plans to move to a new site in Summer 2026.	Deregulation spaces are available in the new site	Reviewed as part of Proprietorship progression plans. V Lambert – Feb 2026
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PLANNING DUTY 3: INFORMATION

	Issue	What	Who	When	Outcome	Review
Short Term	Is everyone in your setting aware of the Equality Act 2010?	Training in November 2025 for all staff and is part of our induction pack.	DN to update induction pack	Spring 2026	Staff aware of the implications of the Equality Act 2010	Built into induction programme for 2025/2026. V Lambert - 2026
Short Term	Are your SEN Information Report and Accessibility Plan online and in hard copy (for those families who do not have internet access)?	Published on website, but we will also make hard copies available if requested.	DN	February 2026	Paper copies can be printed in Office for parents if required	Latest version of Accessibility Plan is always on website so it can be printed off at any time. V Lambert – Feb 2026
Short Term	Is information available in a variety of languages?	Website does not have translate feature currently. We need to research options.	VL	Summer 2026	Website to be updated to include a translation facility.	Research options and costings to be submitted to the proprietorship for implementation. V Lambert – Feb 2026
Medium Term	Was your accessibility plan coproduced with children/young people with SEND, their families and other stakeholders?	We will issue our new Accessibility Plan to our parents as part of our next Parents Forum in Summer Term 2026.	DN	Summer 2026	Family feedback used to update Accessibility Plan	Coproduction work to be completed in Summer 2025 Parents Forum. V Lambert Feb 2026

Medium Term	Do you promote the 'SEND Information, Advice and Support Service' (SENDIASS) and the Local Offer	Our website does not yet have links to Birmingham SENDIASS or the local offer. This is planned to be included in Summer 2026 when the website will be updated. Information is shared with parents via Parents/Student handbook 2025/2026.	VL	Summer 2026	Link to SENDIASS on school website when website updated.	Following sign off by proprietorship in Summer 2026. V Lambert – Feb 2026
Medium Term	Is information available in a variety of formats including: - 'easy read' - large print - symbols - audio?	In school information is presented in the appropriate format for students, but we need to improve in this area for parents and will create a plan to establish which key documents need to be available in different formats.	DN	Summer 2026	Key documents will be available online and in paper form in a variety of accessible formats	Further documents required to be reviewed annually V Lambert – Feb 2026
Medium Term	Do you work with parent/carers and young people to ensure that your website is presented in a family friendly way?	We will consult with Parents & Students on the new website in relation to ease of access to key information	HM and VL	Summer 2026	Any feedback in relation to access is implemented on the website	Reviewed annually to check website remains fully accessible. V Lambert – Febr 2026
Long Term	Are pupils/students involved in the recruitment of teaching assistants	Students are currently involved in Teachers and TAs moving forward we will also include Senior staff recruitment	HM	Appointments for 2026/27	Students have an input in all recruitment into child facing roles	Implement from Sept 2026 V Lambert – Feb 2026

	and other school staff?			onwards		
Long Term	Do you signpost families without the internet to One Stop Shops and libraries to access information and the Local Offer?	We have not had a need to do this so far but if requested, our family support team would signpost parents to local facilities	VL	If required	Families directed if required	Ongoing. V Lambert – Feb 2026
Long Term	Are there large- print versions of information about the building/activities available?	Review of key information documents by D Nartey staff	DN	Summer 2026	Key information to be presented in larger print versions	Review whether any new information documents need larger print versions as they are created. V Lambert – Feb 2026
Long Term	Is there braille information available for people with visual disabilities?	Review of key information documents by D Nartey staff	DN	Summer 2026	Key information to be presented in larger print versions	Review whether any new information documents need larger print versions as they are created. V Lambert – Feb 2026