

IRIS School Accessibility Plan Policy

Effective Date: Sep 2025

Review Date: Sep 2026

1. Purpose

The purpose of this Accessibility Plan Policy is to outline IRIS School's commitment to ensuring equal access and opportunities for all individuals, including students with disabilities and special needs. This policy aims to identify barriers to accessibility and provide practical solutions for creating an inclusive environment.

2. Scope

This policy applies to all students, staff, parents/guardians, and visitors at IRIS School, as well as any individuals engaged in school-sponsored activities or programs.

3. Legal Framework

This policy is designed to comply with applicable laws and regulations, including but not limited to Equality Act 2010. This Act protects individuals from discrimination in various contexts, including education. Key provisions include:

- **Protected Characteristics:** Disability is one of the nine protected characteristics under the Act.
- **Reasonable Adjustments:** Schools and educational institutions are required to make reasonable adjustments to ensure that disabled students are not placed at a substantial disadvantage compared to their peers.
- **Prohibition of Discrimination:** Direct and indirect discrimination against disabled students in education settings is legally prohibited.

4. Accessibility Goals

IRIS School aims to achieve the following accessibility goals:

- Ensuring physical access to all school facilities.
- Providing accessible instructional materials and technology.
- Offering appropriate accommodations to support students with disabilities.
- Promoting awareness and training for staff and students regarding accessibility and inclusivity.

5. Identification of Barriers

IRIS School will conduct regular assessments to identify physical, technological, and attitudinal barriers that may hinder accessibility. This process may include:

- Surveys and feedback from students, staff, and parents/guardians.
- Review of existing facilities and resources.
- Consultation with experts in the field of accessibility.

6. Action Plan

To address identified barriers, IRIS School will implement the following action steps:

- **Physical Accessibility:**
 - Ensure all school buildings and facilities comply with accessibility standards, including, accessible restrooms, and classrooms.
- **Instructional Materials:**
 - Provide materials in accessible formats (e.g., braille, large print, audio) for students who require them.
 - Ensure that digital content is compliant with Web Content Accessibility Guidelines (WCAG).
- **Support and Accommodations:**
 - Develop individualized education plans (IEPs) for students with disabilities, including accommodations that support their learning needs.
 - Provide training for staff on how to implement IEPs and support diverse learning needs.
- **Emergency Preparedness:**
 - Develop and communicate emergency procedures that ensure the safety of all students, including those with disabilities.

7. Training and Awareness

IRIS School is committed to training staff, students, and the school community on accessibility issues. Training may include:

- Workshops on disability awareness and inclusivity.
- Professional development for staff on implementing accommodations.
- Information sessions for families regarding available resources and support.

8. Feedback and Continuous Improvement

IRIS School welcomes feedback from students, staff, parents/guardians, and community members. To encourage ongoing improvement, we will:

- Conduct regular surveys and assessments.
- Review and update the Accessibility Plan annually, incorporating feedback and new best practices.

9. Responsibilities

The following individuals and groups are responsible for the implementation of this Accessibility Plan Policy:

- **Staff Members:** All staff are responsible for supporting the needs of students and ensuring compliance with this policy.
- **School Administration:** Responsible for allocating resources and supporting the implementation of this policy.

10. Policy Review

This Accessibility Plan Policy will be reviewed annually and updated as necessary. Changes will be communicated to all stakeholders to ensure awareness and compliance.

11. Contact Information

For more information regarding this Accessibility Plan Policy or to provide feedback, please contact: irischool@gmail.com