

Date of last review:	November 2026	Review period:	3 year plan (reviewed annually)
Date of next review:	November 2029	Owner:	Head of College



Salisbury 6th Form College



Accessibility Plan

Empowering People – Shaping the Future

History of Policy Changes:

Date	Page	Change	Origin of Change
November 2026		New document	New document

Accessibility Plan 2026 - 2029

Section 1: Vision statement

Purpose of the Plan:

The purpose of this plan is to show how Salisbury Sixth Form College intends, over time, to increase the accessibility of our academy for people with a disability. Salisbury Form College is committed to providing an environment that enables full curriculum access that values and includes all students, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs.

We are committed to taking positive action in the spirit of the Equality Act 2010 with regard to disability and to developing a culture of inclusion, support and awareness within the Academy.

Definition of Disability:

According to the Equality Act 2010, a person has a disability if:

- a. They have a physical or mental impairment
- b. The impairment has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities

Legal Background:

This Accessibility Plan is prepared in accordance with the **Equality Act 2010** and the **Special Educational Needs and Disability (SEND) Code of Practice (2015)**.

It sets out the actions Salisbury 6th Form College will take to ensure that disabled students are not placed at a substantial disadvantage and can participate fully in education and wider school life.

Documents and policies:

The Accessibility Plan should be read in conjunction with the following academy policies, strategies and documents:

- Equality objectives
- Health and Safety Policy
- MLP Special Educational Needs Policy
- Special Educational Needs Information Report
- Inclusion Strategy
- Behaviour Policy
- Academy prospectus and Vision Statement

The Academy complaints procedure covers the Accessibility plan.

Training:

Training will recognise the need to continue raising awareness for staff and governors on equality issues with reference to the Equality Act 2010.

Plan Availability:

The Academy makes the Accessibility Plan available in the following ways:

- A copy is posted on the Academy's website
- A paper copy is available from Reception

Review and Evaluation:

Below is a set of action plans showing how Salisbury Sixth Form College will address the priorities identified in the plan. The plan is valid for three years and shall begin in November 2026-2029. It is reviewed **annually** by the Senior Leadership Team and Academy Governance Committee.

Section 2: Aims and objectives

Our aims are to:

- Increase access to the curriculum for students with a disability;
- Improve the physical environment to increase the extent to which individuals with a disability can access education and associated services;
- Improve the availability of accessible information;
- Improve access to wider sixth form experience.

The action plans below set out how the academy will achieve these aims

Aim 1 – Increase access to the curriculum (inclusive teaching, adaptive strategies, flexible assessment and exam access arrangements)

Objective	Actions to address this objective	Person responsible	Resources	End date	Outcome	Review of implementation
To increase staff awareness and understanding of autism and to ensure all students are able to access the curriculum equally	Autism Inclusion Award	Emma McAndrew & Nicky Miller	Staff time - INSET	September 2027	Staff will be able to support students with autism so that they make progress in line with their peers	
Maintain and increase awareness of G-Suite products to enhance student experience	Staff training Support staff to use effectively and efficiently Increase student training opportunities within the tutor curriculum	Sally Tye & Nicky Miller	Annual training delivered for staff and students Yr 12 term 1 induction programme in lessons	Every September – ongoing November 2026	Staff will embed G-Suite into their curriculum offer so that it is used to their full potential Students can gain access to curriculum via online platform, organise their work and use assistive technology when needed	
Use of Read-write to increase independence for students	Liaise with read-write Student and staff training	Sally Tye, Emma McAndrew, Nicky Miller, George West	Read-write software Laptops Training time	July 2027 Throughout academic year	Read-write software will be utilised by students to facilitate access to the curriculum	
Embed adaptive teaching documents so that staff anticipate barriers to learning and plan accordingly	Quality assurance cycle to monitor progress Triad teaching groups – case sampling to follow specific students Learning walks with inclusion focus to look at	Sally Tye & Nicky Miller	Staff training time Staff time to implement Feedback and review time	January 2027 March 2027 April 2027	All students can access the curriculum and make progress in line with peers	

	the experience from a SEND student perspective					
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Aim 2 - Improve and maintain access to the physical environment

Item	Description	Time-scale	Person responsible	Cost	Status & Review of implementation
Quiet areas to support sensory needs	Study centre - new door to help maintain a quiet study space	Summer 2026	Kathryn Clarkson	£9999 for doors and installation	
	Lunchtime quiet space to be made available to students who would like to access it (project room)	Summer 2027	Learning mentors and SEND team	£200 for resources	
Visual noise reduction in classroom	Review classrooms to look at visual noise (audit)	Review Autumn term 2026	Nicky Miller Emma McAndrew	Awaiting information from audits to inform costings	
	Student viewpoint	December 2026			
	Plan changes	December 2026			
	Implement changes	April 2027			
	Review changes implemented	July 2027			
Building expansion	Building is being expanded to facilitate increasing pupil numbers – this will adhere to the Inclusive Education Estates Guidance	Autumn 2027	Ben Hillier	Budget in progress	

Aim 3 – Improve the availability of accessible information (accessible learning materials, digital platforms compatible with assistive technology, and alternative formats on request)

Objective	Actions to address this objective	Person responsible	Resources	End date	Outcome	Review of implementation
Use of Read-write to increase independence for students	Liaise with read-write Ensure exam compliance Student and staff training	Sally Tye, Emma McAndrew, Nicky Miller, George West	Read-write software Laptops Training time	July 2027 Throughout academic year	Read-write software will be utilised by students to facilitate access to exams and work completed at home/in college	

Aim 4 - Wider Sixth Form Experience (enrichment, work experience, leadership opportunities and progression planning)

Objective	Actions to address this objective	Person responsible	Resources	End date	Outcome	Review of implementation
Ensure all students feel that they can participate fully in activities such as work experience or enrichment, where barriers, e.g. anxiety, may prevent this access	Accurate early identification of students Increase staff awareness of alternative pathways to reach goals e.g. trips to consider needs of students	Nicky Miller Rosie Roberts, Rebecca Anderson Nicky Miller	Staff training Staff knowledge of alternative pathways	September 2026 July 2028	All students feel confident to access a pathway that is appropriate for them	

	Liaise with external agencies to support accessibility planning where appropriate		SAGED risk assessment shows evidence of planning for disabilities	December 2026 – meet with specialist advisor – ongoing work throughout the year	Adaptations continue to ensure all students with additional needs participate in trips and extra-curricular activities	
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