Accessibility

Policy

(2025–2026)

1. Purpose

This Accessibility Policy outlines our commitment to ensuring that our nursery provides an inclusive, welcoming, and accessible environment for all children, parents, carers, staff, and visitors, including those with disabilities or additional needs. We are committed to promoting equality, dignity, and independence for everyone who uses our services.

2. Scope

This policy applies to:

- All children attending the nursery
- Parents, carers, staff, students, and visitors
- Nursery premises, facilities, and outdoor areas
- Nursery communications, policies, and digital content

3. Commitment to Accessibility and Inclusion

We are committed to:

- Providing equal access to early years education and care
- Making reasonable adjustments to support children and adults with disabilities
- Creating a safe, supportive, and inclusive learning environment
- Working in partnership with families and external professionals to meet individual needs

4. Legal and Regulatory Framework

We aim to meet our obligations under relevant legislation and guidance, including:

- Equality Act 2010
- Special Educational Needs and Disability (SEND) Code of Practice
- Early Years Foundation Stage (EYFS) Framework

We will act in accordance with local authority guidance and regulatory requirements.

5. Physical Accessibility

Where reasonably practicable, the nursery will:

- Provide step-free access to key areas
- Ensure doorways, corridors, and play areas are as accessible as possible
- Make reasonable adaptations to furniture, equipment, and layouts
- Maintain clear signage and safe, well-lit spaces

6. Supporting Children with Additional Needs

We will:

- Identify and support children with special educational needs or disabilities at the earliest opportunity
- Develop individual support plans in partnership with parents and carers
- Work with external agencies such as health visitors, speech and language therapists, and inclusion teams
- Ensure activities and learning experiences are adapted to support participation and development

7. Communication and Information

We are committed to accessible communication by:

- Using clear, simple language in written and verbal communications
- Providing information in alternative formats upon request
- Working with families to understand and meet individual communication needs
- Ensuring digital content is as accessible as reasonably possible

8. Staff Training and Responsibilities

We will:

- Provide training to staff on inclusion, SEND, and accessibility
- Ensure staff understand their responsibilities under this policy
- Appoint a Special Educational Needs Coordinator (SENCO), where required

All staff share responsibility for promoting accessibility and inclusion.

9. Feedback, Concerns, and Complaints

We welcome feedback regarding accessibility at the nursery.

Parents and carers can raise concerns by speaking to a member of staff, the nursery manager, or by contacting us via:

Contact Details:

[Nursery Contact Email]

[Nursery Phone Number]

Concerns will be taken seriously and addressed promptly and fairly.

10. Continuous Improvement

Accessibility is an ongoing process. We will:

- Regularly review the nursery environment and practices
- Monitor the effectiveness of support provided
- Update this policy as needed to reflect changes in legislation or best practice

11. Policy Review

This policy will be reviewed annually or sooner if required.

Last Reviewed: September 2025 **Next Review Due:** September 2026