



ACCESSIBILITY POLICY

Policy Number	0017	Completed by	Imogen M-C	Last Reviewed date	30/01/2026
Version Number	001	Signed off by	Ade Stenner	Next Review date	30/01/2027

Skylark Plus is committed to fostering an inclusive learning environment that is mindful of the diverse needs of our students, staff and visitors. However, due to the nature of the work and the environments in which we operate, certain activities may pose significant safety risks for individuals with specific disabilities, such as those who are wheelchair users, blind or deaf. This policy outlines our approach to accessibility, balancing inclusivity with the practical and safety constraints posed by our facilities and operations.

Our policy's purpose

This policy applies to all students, staff and visitors at Skylark Plus. It defines our commitment to providing reasonable adjustments where possible, while recognizing that our work with heavy machinery, forestry and other manual operations limits our ability to safely accommodate certain individuals.

Our commitments

This policy is designed in line with the Equality Act 2010, which requires reasonable adjustments for individuals with disabilities. However, the Act also recognizes that adjustments must be balanced with safety considerations and the operational needs of specific environments.

Due to the nature of our facilities and work, the following accessibility challenges exist:

- **Physical Environment:** Many of our buildings and outdoor areas are not accessible to wheelchair users, as they include steep terrain, uneven surfaces and non-accessible structures.
- **Heavy Machinery and Forestry Work:** Our curriculum involves the use of chainsaws, mechanical equipment and other tools that require full mobility, hearing and sight for safety purposes. These tools present significant hazards for individuals who are blind, deaf or have limited physical mobility.

While there are certain limitations to who we can accommodate, Skylark Plus is committed to:

- Making reasonable adjustments for students and staff where safety is not compromised.
- Ensuring a safe environment for all individuals on campus.
- Offering clear communication about our accessibility limitations to potential students, staff and visitors.

For health and safety reasons, Skylark Plus cannot admit or employ individuals for certain activities or programs in the following categories:

- **Wheelchair Users:** Due to the nature of our facilities and outdoor terrain, wheelchair access is not possible in many parts of the campus, including classrooms, workshops and forestry areas.
- **Blind and Visually Impaired Individuals:** The use of machinery, tools and other manual operations in our curriculum requires full visual acuity. For safety reasons, we cannot admit students or staff with severe visual impairments.
- **Deaf and Hearing-Impaired Individuals:** Auditory awareness is critical for the safe operation of machinery, particularly in the forestry and mechanical work that forms part of our curriculum. As such, we cannot accommodate individuals who are unable to hear warning signals or machinery sounds.

Where possible, Skylark Plus will consider reasonable adjustments for individuals who do not require full physical mobility, hearing or sight to participate in non-hazardous activities. Examples of such adjustments may include:

- Providing alternative learning formats or modules that do not involve hazardous equipment or environments.
- Offering additional support in non-manual academic tasks or administration roles for staff.
- Making minor adjustments to existing facilities where feasible and safe to do so.

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7. Reasonable Adjustments

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- Making minor adjustments to existing facilities where feasible and safe to do so.

8. Health and Safety Considerations

Safety is a primary concern in all aspects of Skylark Plus operations. Our activities with heavy machinery, tools and equipment require full physical and

sensory ability to ensure the safety of all individuals on site. We adhere strictly to health and safety regulations and will not make adjustments that could compromise the wellbeing of individuals or those around them.

9. Communication and Admissions

We are committed to being transparent about the limitations of our environment for individuals with certain disabilities. Potential students, staff and visitors will be informed of these limitations during the admissions or recruitment process and we will provide guidance on whether Skylark Plus is a suitable environment for their needs.

10. Monitoring and Review

This policy will be reviewed annually, to ensure it continues to reflect the operational and safety realities of Skylark Plus, while maintaining compliance with applicable legal standards. Feedback from students, staff and external stakeholders will be considered as part of this review.

11. Conclusion

While Skylark Plus strives to be as inclusive as possible, the nature of our work and the environment in which we operate means we cannot accommodate all individuals with disabilities. We remain committed to creating a safe and supportive learning environment within these constraints and will work with individuals on a case-by-case basis to assess the feasibility of participation in non-hazardous areas.
