

Access Policy

1. Introduction

At Bird College, we are dedicated to nurturing a community that celebrates diversity, champions inclusivity and guarantees accessibility for every individual. Recognising the unique challenges faced by people with disabilities, this policy is our agreement to comply with legal standards and exceed them, ensuring every student, staff member and visitor can fully engage with all aspects of college life. Our commitment extends beyond physical accessibility to embrace the inclusivity of ideas, cultures and backgrounds, fostering a rich, varied educational experience. This policy is designed to be a living document, adaptable based on the community's needs and feedback.

2. Objectives

2.1. Promoting Equality and Inclusivity

We aim to cultivate an environment where differences are accepted and valued, ensuring every individual feels welcomed, respected and part of the Bird College family. This involves proactive measures to eliminate discrimination and bias in all forms.

2.2. Enhancing Accessibility

We commit to continually assessing and improving the accessibility of our facilities, resources and curricula. From state-of-the-art accessible facilities to digital resources, our goal is to ensure seamless access for all.

2.3. Fostering Awareness and Understanding

Education is at the heart of change. We pledge to implement comprehensive training programs for our community to deepen understanding of disability issues, rights and best practices in accessibility.

2.4. Ensuring Compliance

We adhere to current legislation and guidelines on accessibility and anti-discrimination as our minimum standard. We strive to be a leader in accessibility, setting benchmarks for the sector.

3. Policy Details

3.1. Accessibility Improvements

- 3.1.1. **Physical Infrastructure:** Continuous upgrades to ensure that buildings, classrooms, performance spaces and common areas meet the highest standards of physical accessibility.
- 3.1.2. **Digital Accessibility:** Guaranteeing that all digital content, platforms and learning management systems are compliant with accessibility standards, ensuring that students with disabilities have equal access to information and online learning opportunities.

3.2. Education and Training

- 3.2.1. **Staff and Faculty Training:** Regular training sessions will be carrying out on disability awareness and inclusivity, equipping our educators and administrators with the knowledge and tools to support all students effectively.
- 3.2.2. **Curriculum Integration:** Embedding principles of inclusivity and accessibility into the curriculum, encouraging students to adopt these principles in their future professional practices.

3.3. Consultation and Engagement

- 3.3.1. **Direct Engagement:** Regular meetings with disabled students, staff and advocacy groups to gather input on policy and practice, ensuring their voices are heard and acted upon.
- 3.3.2. **Accessibility Committee:** Staff and student-led group working alongside administration, HR and Equity and Inclusion Officer to review policies, suggest improvements and advocate for the needs of students with disabilities.

3.4. Support Services

3.4.1. **Comprehensive Support:** Provision of tailored academic accommodations, mental health counselling and assistive technologies are provided to support individual learning needs and well-being.

3.4.2. **Feedback and Complaints:** An accessible and responsive system for feedback and complaints, ensuring concerns are addressed promptly and effectively.

3.5. Monitoring and Review

3.5.1. **Regular Policy Review:** Annual reviews of the Access Policy, incorporating feedback from the community to ensure it remains relevant and effective.

3.5.2. **Transparency and Accountability:** We will be publishing an annual accessibility report detailing achievements, challenges and future objectives to maintain transparency and accountability to our community.

3.6. Communication

3.6.1. **Open Channels of Communication:** We maintaining clear, open lines of communication regarding the Access Policy, support services and avenues for feedback through various accessible formats.

3.6.2. **Awareness Campaigns:** We actively run awareness campaigns to highlight the importance of accessibility and inclusivity within the college community and beyond.

4. Implementation

To ensure the success of this policy, Bird College commits necessary resources, including the establishment of dedicated roles and departments to oversee its implementation. Regular training, consultation and review processes is integral to this policy's success, ensuring Bird College remains an accessible, inclusive and welcoming environment for everyone.

5. Conclusion

Bird College's Access Policy is a living document and a testament to our unwavering commitment to creating an educational environment where every individual, regardless of disability, can achieve their full potential. We welcome ongoing dialogue with our community to continually refine and improve our practices, ensuring Bird College is an example of inclusivity and accessibility in the performing arts education sector.

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