

Accessibility and Inclusion Policy

1. Policy Statement

NBC Gymnastics is committed to providing a welcoming, inclusive, and accessible environment for all children, young people, parents, carers, staff, and visitors. We recognise that accessibility is fundamental to delivering safe, effective, and high-quality services.

Accessibility includes not only the physical environment but also communication, information, and the way services are delivered. We aim to remove barriers wherever possible and ensure that people with disabilities can access our facilities and participate fully in all activities.

We are committed to meeting our legal obligations under the Equality Act 2010, including the duty to make reasonable adjustments.

Disability is defined in line with the Equality Act 2010 as a physical or mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities.

Each child with a disability will have an individual plan that reflects their needs, preferences, and goals, as well as those of their parents or carers. These plans will inform service delivery and future developments to ensure needs are met through reasonable adjustments.

2. Aims of the Policy

This policy aims to:

- Promote equality of opportunity for all children and young people
- Ensure inclusive access to facilities, services, and activities
- Remove or reduce barriers to participation
- Support all individuals in achieving their full potential
- Embed accessibility into all areas of planning and decision-making

3. Scope of Accessibility

Accessibility at NBC Gymnastics includes:

- **3.1 Physical access** (buildings, equipment, and facilities)
- **3.2 Communication access** (clear information, alternative formats where needed)

- **3.3 Sensory access** (consideration of noise, lighting, and environment)
- **3.4 Cognitive access** (clear instructions, inclusive coaching methods)
- **3.5 Access for parents, carers, and visitors with disabilities**

4. Procedures and Responsibilities

NBC Gymnastics will:

- Make reasonable adjustments to ensure people with disabilities can access services, facilities, and opportunities
- Identify and remove physical and non-physical barriers wherever possible
- Ensure accessibility is considered in all planning, decision-making, and policy development
- Actively involve children with disabilities and their families in shaping services
- Monitor participation and outcomes to identify and address any inequalities

Key processes include:

- **4.1** Integrating accessibility considerations into all areas of service management
- **4.2** Proactively planning inclusive activities and facilities
- **4.3** Assessing the impact on people with disabilities when introducing new services or policies
- **4.4** Consulting with children with disabilities and their families to ensure their needs are understood and met
- **4.5** Conducting an annual accessibility audit of premises and services
- **4.6** Maintaining and reviewing an accessibility plan linked to premises development
- **4.7** Prioritising accessibility improvements within maintenance planning
- **4.8** Ensuring access to appropriate specialist advice (e.g. occupational therapy, physiotherapy, design experts)
- **4.9** Monitoring participation and progress of children with special educational needs and disabilities (SEND)

5. Physical Environment

NBC Gymnastics will take reasonable steps to ensure that the physical environment is accessible. This may include:

- **5.1** Step-free access to buildings and key areas wherever possible
- **5.2** Accessible parking spaces located close to entrances
- **5.3** Suitable handrails and grab rails
- **5.4** Accessible changing facilities, including those meeting 'Changing Places' standards where feasible
- **5.5** Use of hoists or specialist equipment where required

- **5.6** Doors and entrances that are accessible for wheelchair users
- **5.7** Removal of unnecessary barriers, obstacles, or trip hazards
- **5.8** Clear, accessible signage throughout the premises
- **5.9** Safe, level pathways from parking areas

All building works and alterations will prioritise accessibility and comply with relevant building regulations. Step-free access will be prioritised, including the appropriate use of ramps, lifts, and other solutions.

All changes to the environment will include a review of fire safety procedures and evacuation arrangements.

6. Service Delivery and Inclusion

NBC Gymnastics recognises that inclusion goes beyond physical access. We will:

- **6.1** Adapt coaching methods to meet a range of needs
- **6.2** Provide information in accessible formats where required
- **6.3** Consider sensory and environmental factors (e.g. noise levels, lighting)
- **6.4** Support children with disabilities to participate safely and confidently
- **6.5** Ensure inclusive access to trips, events, and activities

7. Training

All staff will receive training appropriate to their role, including:

- **7.1** Responsibilities under the Equality Act 2010
- **7.2** Disability awareness and inclusive practice
- **7.3** Communication strategies for supporting diverse needs
- **7.4** Safe use of specialist equipment where applicable
- **7.5** Health and safety and risk awareness

New staff will receive this training as part of their induction.

8. Safeguarding

This policy should be read in conjunction with the Safeguarding Policy. Accessibility adjustments will always be implemented in a way that maintains the safety and wellbeing of all children and young people.

9. Feedback and Complaints

NBC Gymnastics welcomes feedback on accessibility. Any concerns or suggestions will be taken seriously and used to improve services.

Complaints regarding accessibility will be managed in accordance with the organisation's Complaints Policy.

10. Monitoring and Review

This policy will be reviewed annually to ensure it remains effective, up to date, and compliant with legislation.

Version	Date Approved	Approved By	Next Review
1.0	03/08/2021	Louise Combella - Manager	Aug 2022
1.0	10/08/2022	Louise Combella – Manager	Aug 2023
1.0	01/06/2023	Louise Combella – Manager	June 2024
1.0	06/06/2024	Louise Combella – Manager	June 2025
1.0	10/06/2025	Louise Combella – Manager	June 2026

Version	Date Approved	Summary of Changes
2.0	10/04/2026	<i>Change to name of policy to promote inclusivity</i> <i>Adjustments to much of the language used throughout the policy to ensure a 'person-first' approach is used</i> <i>Definition of disability included</i> <i>Included section on non-physical disability</i> <i>Now included provision for parents/carers with disabilities</i> <i>Linked to safeguarding policy</i> <i>Complaints mechanism included</i>

Signed: *Louise Combella* Senior Manager Date: 10/04/2026