



Balogun Bassey CIC - Accessibility and Inclusiveness Policy

1. Policy Statement

Our organisation is committed to ensuring that all children, staff, and volunteers can fully participate in our programmes, regardless of their background, ability, or personal circumstances. We believe that every individual has the right to access opportunities for learning, development, and enjoyment in a safe, inclusive, and welcoming environment.

We are dedicated to promoting equality and eliminating discrimination in line with **The Equality Act 2010**, which protects individuals from unfair treatment and ensures equal opportunities for all.

2. Aims of the Policy

This policy aims to:

- Ensure that our programmes are accessible to all children, including those with disabilities, special educational needs (SEN), or additional support requirements. • Create an inclusive environment where every child feels valued, respected, and supported.
- Remove barriers to participation by making reasonable adjustments to activities, facilities, and resources.
- Ensure that staff and volunteers are trained in inclusivity and accessibility best practices.

3. Scope

This policy applies to all aspects of our organisation, including:

- The design and delivery of activities.
- The recruitment and training of staff and volunteers.
- Communication with participants and their families.
- Physical accessibility of venues and resources.

4. Legal Framework

Our commitment to accessibility and inclusiveness aligns with UK legislation, including:

- **The Equality Act 2010** – Protects individuals from discrimination and requires organisations to make reasonable adjustments to accommodate disabled individuals.
- **The Children and Families Act 2014** – Ensures that children with special educational needs and disabilities (SEND) receive appropriate support.
- **The United Nations Convention on the Rights of the Child (UNCRC)** – Recognises the rights of every child to participate fully in society, regardless of their abilities or background.

5. Inclusive Programme Delivery

We are committed to ensuring that all children can participate in our activities by:

- Providing alternative formats or adapted resources for children with additional needs.
- Offering a variety of activities to suit different abilities, interests, and learning styles.
- Creating a supportive environment where children feel comfortable expressing their needs.
- Encouraging peer support and teamwork to promote inclusivity among participants.

6. Physical Accessibility

We strive to ensure that our venues are physically accessible by:

- Selecting locations with step-free access, accessible toilets, and appropriate facilities. • Making reasonable adjustments to accommodate wheelchair users and those with mobility challenges.
- Providing clear signage and guidance to assist individuals with visual or hearing impairments.

7. Staff Training and Awareness

All staff and volunteers will receive regular training on:

- Recognising and addressing accessibility barriers.
- Communicating effectively with children who have different needs.
- Understanding and implementing reasonable adjustments.
- Promoting a culture of inclusion and respect.

8. Communication and Engagement

We are committed to providing clear and accessible communication by:

- Using plain language in all materials and providing alternative formats where needed.
- Ensuring parents and carers are informed about accessibility provisions and can discuss any additional support their child may require.
- Encouraging feedback from children, parents, and carers to continuously improve our inclusivity efforts.

9. Tackling Discrimination and Harassment

We have a **zero-tolerance policy** for discrimination, bullying, or harassment of any kind. Any incidents will be taken seriously and addressed in accordance with our safeguarding and disciplinary procedures.

10. Monitoring and Review

We will regularly review our accessibility and inclusiveness practices to ensure they remain effective and compliant with current UK laws. Feedback from children, parents, staff and service users will be used to improve our approach and ensure continuous progress.

10. Conclusion

By prioritising accessibility and inclusiveness, we are committed to creating a safe and welcoming environment where all children can participate fully, feel valued, and have equal opportunities to learn, grow, and succeed. This policy will be reviewed regularly to reflect best practices and any updates in UK legislation.

11. Policy Review and Approval

This policy has been approved by the Board of Directors and undergoes an annual review.

Last Review Date: March 1, 2025

Signed by:



Samiat Balogun
Director



Amy Meite
Director