



ACCESSIBILITY PLAN POLICY

RATIONALE

The Gwa'sala-'Nakwaxda'xw Nation believes that every member of our school community (students, staff, families, Elders, and visitors) has the right to participate fully and equitably in all aspects of school life. Accessibility is both a legal responsibility and a reflection of our shared values of Maya'xala (respect), inclusion, and community care.

The purpose of this policy is to ensure that the Gwa'sala-'Nakwaxda'xw School identifies, removes, and prevents barriers that limit full participation in education, employment, communication, and community engagement. This work aligns with the Accessible British Columbia Act and reflects the principles of adaptability, collaboration, diversity, inclusion, self-determination, and universal design. Accessibility extends beyond the physical environment as it includes access to learning, technology, information, communication, and culture. In our community context, accessibility also means ensuring that all learners can connect to the land, language, and culture in meaningful and safe ways.

This plan recognizes that accessibility is a shared responsibility across all areas of our school. By identifying and addressing barriers, we strengthen belonging, uphold dignity, and ensure that our learning environment reflects the values and spirit of the Gwa'sala-'Nakwaxda'xw people.

POLICY

1. Commitment

The Gwa'sala-'Nakwaxda'xw School is committed to creating an inclusive, barrier-free environment where all students, employees, and community members can access facilities, programs, information, and services equitably.

Our goal is to remove existing barriers and prevent new ones through intentional planning, consultation, and continuous improvement.

2. Accessibility Committee

The school will establish a School Accessibility Committee (SAC) composed of:

- Staff representatives (administration, teachers and support staff)
- Parents/guardians and community members
- Individuals with lived experience of disabilities
- Elders and cultural representatives
- Students (where appropriate)

The SAC will meet regularly (at least twice annually) to:

- Identify and review barriers to access;
- Recommend actions to improve accessibility;
- Monitor progress on the Accessibility Plan; and
- Review community feedback and develop annual updates.

3. Accessibility Plan

The school will develop and maintain a three-year Accessibility Plan outlining actions to identify, remove, and prevent barriers across key areas:

- Physical and architectural access
- Information and communication
- Policies, practices, and procedures
- Attitudes and culture
- Technology and digital access
- Outdoor and land-based learning spaces

The plan will include measurable goals, timelines, responsibilities, and indicators of success, and will be reviewed annually.

4. Barrier Identification and Feedback

The school will provide accessible and confidential ways for staff, students, parents/guardians, and community members to report barriers or provide feedback.

Feedback may be submitted:

- Email at manager@gwanak.bc.ca
- In writing (at the school office)
- Verbally (to the principal or designate)

All reports will be reviewed by the Accessibility Committee, and responses or next steps will be communicated in a timely manner.

5. Annual Reporting

An annual report will summarize:

- Barriers identified during the year;
- Actions taken or planned;
- Progress toward goals in the Accessibility Plan; and
- Community feedback and participation.

This report will be made publicly available in accessible formats and shared through school communication channels.

6. Review Cycle

The Accessibility Plan and this policy will be formally reviewed every three years, or sooner if required, in consultation with staff, students, families, and community members.

Updates will ensure alignment with legislative requirements and ongoing feedback from the school community.

7. Communication and Access

The Accessibility Plan and feedback process will be:

- Published on the school website;
- Available in hard copy from the school office; and
- Shared through community newsletters, meetings, and social media posts to encourage broad participation.

8. Connection to Indigenous Values and Context

In the Gwa'sala-'Nakwaxda'xw context, accessibility also includes ensuring cultural, linguistic, and land-based access for all learners.

This includes:

- Removing barriers to participation in cultural and land-based learning experiences;
- Ensuring physical access and supports for Elders and Knowledge Keepers to engage with students; and
- Promoting inclusive use of language and communication that reflects respect, belonging, and understanding.

If anybody has questions please contact the school via any number of ways.