LRA Accessibility Audit:
Initial Review

BT48 | September 2020

Summary

The site as it currently stands would fail an accessibility audit at AA level. There are a small number of technical issues which if addressed will improve the site accessibility dramatically. These include:

1. Use of an accessible slideshow module
2. Update ARIA labelling on templates
3. Ensuring automatically generated link text is descriptive
4. Updating contact form to improve accessibility

The major issue that we can see with improving accessibility of the site in the short term outside simple technical fixes lies in the MMenu plugin used for a slide in menu on smaller screens. It may be a case of replacing that module with a more accessible alternative or outlining the mitigating factors behind retaining it.

We are confident that a small number of technical improvements will ensure that the site will meet AA standards by the September deadline.

Pages to be checked

1. **Home page** –
   https://www.lra.org.uk/
2. **Search** –
   https://www.lra.org.uk/search
3. **COVID (Landing)** –
   https://www.lra.org.uk/covid-19-advice-employers-and-employees
4. **CJRS (Resource)** –
   https://www.lra.org.uk/resources/covid-19-practical-guidance-coronavirus-job-retention-scheme-cjrs
5. **Contact (Form)** –
   https://www.lra.org.uk/contact
6. **Event** –
   https://www.lra.org.uk/events/cancelled-workshop-employment-documentation#no-back
7. **Early Conciliation landing page** – https://www.lra.org.uk/early-conciliation
8. **Disciplinary procedures (Guide)** –
   https://www.lra.org.uk/resolving-problems/steps-resolve/disciplinary-procedures
9. **About (Basic page)** –
   https://www.lra.org.uk/About
10. **News article** –
    https://www.lra.org.uk/Latest-News/covid-19-collective-conciliation-service-interim-delivery-arrangements

Results Summary

	Koa11y		Lighthouse	Wave		
	Errors	Warnings (guidelines)	Issues (% score)	Errors	Contrast errors	Issues
Homepage	1	38	1 (98%)	4	N/A	22
Search	N/A	42	2 (93%)	3	N/A	8
Covid	N/A	38	2 (93%)	3	N/A	24
CJRS	N/A	32	2 (93%)	3	N/A	9
Contact	50	31	1 (94%)	4	N/A	8
Event	N/A	34	1 (94%)	1	N/A	8
Early Conciliation landing page	N/A	32	1 (94%)	3	N/A	12
Disciplinary procedures	N/A	31	1 (94%)	3	N/A	8
About	N/A	31	1 (94%)	3	N/A	29
News article	N/A	21	1 (94%)	3	N/A	7

Although the number of errors and warnings can look overwhelming at first glance there are persistent errors and warnings that run throughout the site that can be easily fixed with a technical solution.

Homepage

Tool: *Koa11y*

Errors: 1

Issue	Resolution
WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.A.NoContent ERROR: Anchor element found with a valid href attribute, but no link content has been supplied.	

Warnings: 38 (7 separate issues)

Issue	Resolution
WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.A.Placeholder WARNING: Anchor element found with link content, but no href, ID or name attribute has been supplied.	
WCAG2AA.Principle1.Guideline1_3.1_3_1.H48 WARNING: If this element contains a navigation section, it is recommended that it be marked up as a list.	
WCAG2AA.Principle1.Guideline1_4.1_4_3.G18.Abs WARNING: This element is absolutely positioned and the background color can not be determined. Ensure the contrast ratio between the text and all covered parts of the background are at least 4.5:1.	
WCAG2AA.Principle1.Guidelie1_3.1_3_1_A.G141 WARNING: The heading structure is not logically nested. This h2 element appears to be the primary document heading, so should be an h1 element.	
WCAG2AA.Principle1.Guideline1_4.1_4_3.G145.Abs WARNING: This element is absolutely positioned and the background color can not be determined. Ensure the contrast ratio between the text and all covered parts of the background are at least 3:1.	
WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.A.Empty WARNING: Anchor element found with an ID but without a href or link text. Consider moving its ID to a parent or nearby element.	
WCAG2AA.Principle1.Guideline1_3.1_3_1.H42 WARNING: Heading markup should be used if this content is intended as a heading.	

Tool: *Lighthouse*

Accessility: 98%

Good practice: 77%

Issue	Resolution
Links do not have a discernible name Link text (and alternate text for images, when used as links) that is discernible, unique, and focusable improves the navigation experience for screen reader users.	

Tool: Wave

4 errors

Issue	Resolution
3 X Empty button	
1 X Empty link	

22 alerts

Issue	Resolution
9 X Suspicious link text	
11 X Redundant link	
1 X Noscript element	
1 X Device dependent event handler	

Search

Tool: Koa11y

Warnings: 42 (7 separate issues)

Issue	Resolution
WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.A.Placeholder WARNING: Anchor element found with link content, but no href, ID or name attribute has been supplied.	
WCAG2AA.Principle1.Guideline1_3.1_3_1.H48 WARNING: If this element contains a navigation section, it is recommended that it be marked up as a list.	
WCAG2AA.Principle1.Guideline1_4.1_4_3.G18.Abs WARNING: This element is absolutely positioned and the background color can not be determined. Ensure the contrast ratio between the text and all covered parts of the background are at least 4.5:1.	
WCAG2AA.Principle1.Guideline1_3.1_3_1_A.G141 WARNING: The heading structure is not logically nested. This h2 element appears to be the primary document heading, so should be an h1 element.	
WCAG2AA.Principle1.Guideline1_4.1_4_3.G145.Abs WARNING: This element is absolutely positioned and the background color can not be determined. Ensure the contrast ratio between the text and all covered parts of the background are at least 3:1.	
WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.A.Empty WARNING: Anchor element found with an ID but without a href or link text. Consider moving its ID to a parent or nearby element.	
WCAG2AA.Principle1.Guideline1_3.1_3_1_A.G141 WARNING: The heading structure is not logically nested. This h4 element should be an h3 to be properly nested.	

Tool: *Lighthouse*

Accessility: 93%

Good practice: 77%

Issue	Resolution
Heading elements are not in a sequentially–descending order Properly ordered headings that do not skip levels convey the semantic structure of the page, making it easier to navigate and understand when using assistive technologies	
Form elements do not have associated labels Labels ensure that form controls are announced properly by assistive technologies, like screen readers.	

Tool: Wave

3 errors

Issue	Resolution
3 X Empty button	

8 alerts

Issue	Resolution
1 X Skipped heading level	
6 X Redundant link	
1 X Noscript element	

Covid

Tool: Koa11y

Warnings: 38 (8 separate issues)

Issue	Resolution
WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.A.Placeholder WARNING: Anchor element found with link content, but no href, ID or name attribute has been supplied.	
WCAG2AA.Principle1.Guideline1_3.1_3_1.H48 WARNING: If this element contains a navigation section, it is recommended that it be marked up as a list.	
WCAG2AA.Principle1.Guideline1_4.1_4_3.G18.Abs WARNING: This element is absolutely positioned and the background color can not be determined. Ensure the contrast ratio between the text and all covered parts of the background are at least 4.5:1.	
WCAG2AA.Principle1.Guideline1_3.1_3_1_A.G141 WARNING: The heading structure is not logically nested. This h2 element appears to be the primary document heading, so should be an h1 element.	
WCAG2AA.Principle1.Guideline1_4.1_4_3.G145.Abs WARNING: This element is absolutely positioned and the background color can not be determined. Ensure the contrast ratio between the text and all covered parts of the background are at least 3:1.	
WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.A.Empty WARNING: Anchor element found with an ID but without a href or link text. Consider moving its ID to a parent or nearby element.	
WCAG2AA.Principle1.Guideline1_3.1_3_1.H42 WARNING: Heading markup should be used if this content is intended as a heading.	
WCAG2AA.Principle1.Guideline1_3.1_3_1_A.G141 WARNING: The heading structure is not logically nested. This h4 element should be an h3 to be properly nested.	

Tool: *Lighthouse*

Accessility: 93%

Good practice: 77%

Issue	Resolution
Heading elements are not in a sequentially-descending order Properly ordered headings that do not skip levels convey the semantic structure of the page, making it easier to navigate and understand when using assistive technologies.	
Form elements do not have associated labels Labels ensure that form controls are announced properly by assistive technologies, like screen readers.	

Tool: Wave

3 errors

Issue	Resolution
3 X Empty button	

24 alerts

Issue	Resolution
2 X Skipped heading level	
11 X Suspicious link text	
6 X Redundant link	
4 X Link to PDF document	
1 X Noscript element	

CJRS

Tool: Koa11y

Warnings: 32 (6 separate issues)

Issue	Resolution
WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.A.Placeholder WARNING: Anchor element found with link content, but no href, ID or name attribute has been supplied.	
WCAG2AA.Principle1.Guideline1_3.1_3_1.H48 WARNING: If this element contains a navigation section, it is recommended that it be marked up as a list.	
WCAG2AA.Principle1.Guideline1_4.1_4_3.G18.Abs WARNING: This element is absolutely positioned and the background color can not be determined. Ensure the contrast ratio between the text and all covered parts of the background are at least 4.5:1.	
WCAG2AA.Principle1.Guideline1_3.1_3_1_A.G141 WARNING: The heading structure is not logically nested. This h2 element appears to be the primary document heading, so should be an h1 element.	
WCAG2AA.Principle1.Guideline1_4.1_4_3.G145.Abs WARNING: This element is absolutely positioned and the background color can not be determined. Ensure the contrast ratio between the text and all covered parts of the background are at least 3:1.	

WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.A.Empty WARNING: Anchor element found with an ID but without a href or link text. Consider moving its ID to a parent or nearby element.	

Tool: *Lighthouse*

Accessility: 93%

Good practice: 77%

Issue	Resolution
Heading elements are not in a sequentially-descending order Properly ordered headings that do not skip levels convey the semantic structure of the page, making it easier to navigate and understand when using assistive technologies.	
Form elements do not have associated labels Labels ensure that form controls are announced properly by assistive technologies, like screen readers.	

Tool: Wave

3 errors

Issue	Resolution
3 X Empty button	

9 alerts

Issue	Resolution
1 X Skipped heading level	
6 X Redundant link	
1 X Link to PDF document	
1 X Noscript element	

Contact

Tool: Koa11y

Errors: 50 (4 separate issues)

Issue	Resolution
WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.InputText.Name ERROR: This text input element does not have a name available to an accessibility API. Valid names are: label element, title attribute.	
WCAG2AA.Principle1.Guideline1_3.1_3_1.F68 ERROR: This form field should be labelled in some way. Use the label element (either with a "for" attribute or wrapped around the form field), or "title", "aria-label" or "aria-labelledby" attributes as appropriate.	
WCAG2AA.Principle3.Guideline3_2.3_2_2.H32.2 ERROR: This form does not contain a submit button, which creates issues for those who cannot submit the form using the keyboard. Submit buttons are INPUT elements with type attribute "submit" or "image", or BUTTON elements with type "submit" or omitted/invalid.	
WCAG2AA.Principle2.Guideline2_4.2_4_1.H64.1 ERROR: Iframe element requires a non-empty title attribute that identifies the frame.	

Warnings: 31 (6 separate issues)

Issue	Resolution
WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.A.Placeholder WARNING: Anchor element found with link content, but no href, ID or name attribute has been supplied.	
WCAG2AA.Principle1.Guideline1_3.1_3_1.H48 WARNING: If this element contains a navigation section, it is recommended that it be marked up as a list.	
WCAG2AA.Principle1.Guideline1_4.1_4_3.G18.Abs WARNING: This element is absolutely positioned and the background color can not be determined. Ensure the contrast ratio between the text and all covered parts of the background are at least 4.5:1. WCAG2AA.Principle1.Guideline1_3.1_3_1_A.G141 WARNING: The heading structure is not logically nested. This h2 element appears to be the primary document heading, so should be an h1 element.	
WCAG2AA.Principle1.Guideline1_4.1_4_3.G145.Abs WARNING: This element is absolutely positioned and the background color can not be determined. Ensure the contrast ratio between the text and all covered parts of the background are at least 3:1.	
WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.A.Empty WARNING: Anchor element found with an ID but without a href or link text. Consider moving its ID to a parent or nearby element.	

Tool: *Lighthouse*

Accessility: 94%

Good practice: 77%

Issue	Resolution
Form elements do not have associated labels Labels ensure that form controls are announced properly by assistive technologies, like screen readers.	

Tool: Wave

4 errors

Issue	Resolution
1 X Missing form label	
3 X Empty button	

8 alerts

Issue	Resolution
6 X Redundant link	
2 X Noscript element	

Event

Tool: Koa11y

Warnings: 34 (7 separate issues)

Issue	Resolution
WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.A.Placeholder WARNING: Anchor element found with link content, but no href, ID or name attribute has been supplied.	
WCAG2AA.Principle1.Guideline1_3.1_3_1.H48 WARNING: If this element contains a navigation section, it is recommended that it be marked up as a list.	
WCAG2AA.Principle1.Guideline1_4.1_4_3.G18.Abs WARNING: This element is absolutely positioned and the background color can not be determined. Ensure the contrast ratio between the text and all covered parts of the background are at least 4.5:1.	
WCAG2AA.Principle1.Guideline1_3.1_3_1_A.G141 WARNING: The heading structure is not logically nested. This h2 element appears to be the primary document heading, so should be an h1 element.	
WCAG2AA.Principle1.Guideline1_4.1_4_3.G145.Abs WARNING: This element is absolutely positioned and the background color can not be determined. Ensure the contrast ratio between the text and all covered parts of the background are at least 3:1.	
WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.A.Empty WARNING: Anchor element found with an ID but without a href or link text.	

Consider moving its ID to a parent or nearby element.	
WCAG2AA.Principle1.Guideline1_3.1_3_1.H42 WARNING: Heading markup should be used if this content is intended as a heading.	

Tool: *Lighthouse*

Accessility: 94%

Good practice: 77%

Issue	Resolution
Form elements do not have associated labels Labels ensure that form controls are announced properly by assistive technologies, like screen readers.	

Tool: Wave

1 errors

Issue	Resolution
1 X Empty button	

8 alerts

Issue	Resolution
1 X Possible heading	
6 X Redundant link	
1 X Noscript element	

Early Conciliation landing page

Tool: *Koa11y*

Warnings: 32 (7 separate issues)

Issue	Resolution
WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.A.Placeholder WARNING: Anchor element found with link content, but no href, ID or name attribute has been supplied.	
WCAG2AA.Principle1.Guideline1_3.1_3_1.H48 WARNING: If this element contains a navigation section, it is recommended that it be marked up as a list.	
WCAG2AA.Principle1.Guideline1_4.1_4_3.G18.Abs WARNING: This element is absolutely positioned and the background color can not be determined. Ensure the contrast ratio between the text and all covered parts of the background are at least 4.5:1.	
WCAG2AA.Principle1.Guideline1_3.1_3_1_A.G141 WARNING: The heading structure is not logically nested. This h2 element appears to be the primary document heading, so should be an h1 element.	
WCAG2AA.Principle1.Guideline1_4.1_4_3.G145.Abs WARNING: This element is absolutely positioned and the background color can not be determined. Ensure the contrast ratio between the text and all covered parts of the background are at least 3:1.	
WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.A.Empty WARNING: Anchor element found with an ID but without a href or link text. Consider moving its ID to a parent or nearby element.	
WCAG2AA.Principle1.Guideline1_3.1_3_1.H42	

| WARNING: Heading markup should be used if this content is intended as a heading. | |

Tool: *Lighthouse*

Accessility: 94%

Good practice: 77%

Issue	Resolution
Form elements do not have associated labels Labels ensure that form controls are announced properly by assistive technologies, like screen readers.	

Tool: Wave

3 errors

Issue	Resolution
3 X Empty button	

12 alerts

Issue	Resolution
2 X Suspicious link text	
9 X Redundant link	
1 X Noscript element	

Disciplinary procedures

Tool: _Koa11y_

Warnings: 31 (6 separate issues)

Issue	Resolution
WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.A.Placeholder WARNING: Anchor element found with link content, but no href, ID or name attribute has been supplied.	
WCAG2AA.Principle1.Guideline1_3.1_3_1.H48 WARNING: If this element contains a navigation section, it is recommended that it be marked up as a list.	
WCAG2AA.Principle1.Guideline1_4.1_4_3.G18.Abs WARNING: This element is absolutely positioned and the background color can not be determined. Ensure the contrast ratio between the text and all covered parts of the background are at least 4.5:1.	
WCAG2AA.Principle1.Guideline1_3.1_3_1_A.G141 WARNING: The heading structure is not logically nested. This h2 element appears to be the primary document heading, so should be an h1 element.	
WCAG2AA.Principle1.Guideline1_4.1_4_3.G145.Abs WARNING: This element is absolutely positioned and the background color can not be determined. Ensure the contrast ratio between the text and all covered parts of the background are at least 3:1.	
WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.A.Empty WARNING: Anchor element found with an ID but without a href or link text. Consider moving its ID to a parent or nearby element.	

Tool: *Lighthouse*

Accessility: 94%

Good practice: 77%

Issue	Resolution
Form elements do not have associated labels Labels ensure that form controls are announced properly by assistive technologies, like screen readers.	

Tool: Wave

3 errors

Issue	Resolution
3 X Empty button	

8 alerts

Issue	Resolution
7 X Redundant link	
1 X Noscript element	

About

Tool: Koa11y

Warnings: 31 (6 separate issues)

Issue	Resolution
WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.A.Placeholder WARNING: Anchor element found with link content, but no href, ID or name attribute has been supplied.	
WCAG2AA.Principle1.Guideline1_3.1_3_1.H48 WARNING: If this element contains a navigation section, it is recommended that it be marked up as a list.	
WCAG2AA.Principle1.Guideline1_4.1_4_3.G18.Abs WARNING: This element is absolutely positioned and the background color can not be determined. Ensure the contrast ratio between the text and all covered parts of the background are at least 4.5:1.	
WCAG2AA.Principle1.Guideline1_3.1_3_1_A.G141 WARNING: The heading structure is not logically nested. This h2 element appears to be the primary document heading, so should be an h1 element.	
WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.A.Empty WARNING: Anchor element found with an ID but without a href or link text. Consider moving its ID to a parent or nearby element.	
WCAG2AA.Principle1.Guideline1_4.1_4_3.G145.Abs WARNING: This element is absolutely positioned and the background color	

can not be determined. Ensure the contrast ratio between the text and all covered parts of the background are at least 3:1.	

Tool: *Lighthouse*

Accessility: 94%

Good practice: 77%

Issue	Resolution
Form elements do not have associated labels Labels ensure that form controls are announced properly by assistive technologies, like screen readers.	

Tool: Wave

3 errors

Issue	Resolution
3 X Empty button	

29 alerts

Issue	Resolution
17 X Redundant link	
1 X Noscript element	
11 X Device dependent event handler	

News article

Tool: *Koa11y*

Warnings: 31 (5 separate issues)

Issue	Resolution
WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.A.Placeholder WARNING: Anchor element found with link content, but no href, ID or name attribute has been supplied.	
WCAG2AA.Principle1.Guideline1_3.1_3_1.H48 WARNING: If this element contains a navigation section, it is recommended that it be marked up as a list.	
WCAG2AA.Principle1.Guideline1_4.1_4_3.G18.Abs WARNING: This element is absolutely positioned and the background color can not be determined. Ensure the contrast ratio between the text and all covered parts of the background are at least 4.5:1.	
WCAG2AA.Principle1.Guideline1_3.1_3_1_A.G141 WARNING: The heading structure is not logically nested. This h2 element appears to be the primary document heading, so should be an h1 element.	
WCAG2AA.Principle4.Guideline4_1.4_1_2.H91.A.Empty WARNING: Anchor element found with an ID but without a href or link text. Consider moving its ID to a parent or nearby element.	

Tool: *Lighthouse*

Accessility: 94%

Good practice: 77%

Issue	Resolution
Form elements do not have associated labels Labels ensure that form controls are announced properly by assistive technologies, like screen readers	

Tool: Wave

3 errors

Issue	Resolution
3 X Empty button	

7 alerts

Issue	Resolution
6 X Redundant link	
1 X Noscript element	