

**READ & RISE**

**Hafs Academy – Accessibility Plan 2016-2019**

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| **Objective** | **Actions** | **How/Staff** | **When** | **Goal Achieved** |
| **Physical Environment**  ***Ensure provision***  ***for current***  ***students is suitable*** | Continual monitoring of the needs of students to ensure future refurbishment work benefits students with physical disabilities. | Premises manger  If needs are identified, seek advice from experts on appropriate design features. | On-going | Commitment to providing reasonable adjustment to the Academy environment to meet the needs of any disabled person. |
| Ensure any  proposed ‘new  build’ project/ or new place acquired is  physically  accessible for  everyone | Project manager will  ensure compliance  with building  regulations  regarding  accessibility | Premises manager  manager to  ensure ‘new  construction’ or new place will  be fully  accessible. | **Long Term**  Until any new  construction  begins or new place is acquired | Commitment to providing a fully compliant and improved assessable building. |
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**Hafs Academy – Accessibility Plan**

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| **Objective** | **Actions** | **How/Staff** | **When** | **Goal Achieved** |
| Ensure staff  training including  **First Aid Training, and Health &Safety training** is in place to support needs of current student body. | Review how current students’ needs are being met | **Lead First Aid**  to check and report to the head teacher | Short Term  December 2016 | Improved awareness of the desirability of considering the needs of persons with disability. |
| Ensure parking and  access to building  for physically  disabled students and their parents  when they visit the  school is in place. | Review current  arrangements | Audit by Premise’s Manager and  to report to the DoE | Short Term  December 2016 | Facilitating access needs of disabled people. |
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| **Objective** | **Actions** | **How/Staff** | **When** | **Goal Achieved** |
| Review all Academy policies to ensure that they do not discriminate the needs of disabled students, staff or visitors. | Provide relevant information to all staff with responsibility for reviewing Academy policies. | All policies will be reviewed regularly by the relevant person as part of the Academy’s ongoing commitment. | On-going | Improved awareness of the desirability of considering the needs of persons with disability. |
| Accessibility Plan  and Equality  statement  becomes an  annual item at  Governors/Trustees  Meeting | Clerk to Governors  to add to list of  required publication  details | DoE  and SLT to show  adherence to  current legislation | DoE  and SLT to show  adherence to  current legislation | A commitment to ensure that disabled people’s needs are discussed at in these meetings. |
| Corridors and general areas | Remove trip hazards Observe fire exit routes | Identify appropriate storage for equipment and ensure that items are not left indiscriminately. Monitor through regular checks particularly coat areas Remove obstacles around signed emergency routes | On-going | Safe and easy access to the building for people with disability. |

**Hafs Academy – Accessibility Plan (Curriculum)**

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| **Objective** | **Actions** | **How/Staff** | **When** | **Goal Achieved** |
| **Access to the**  **Curriculum**  Ensure  compliance with  Equalities Act  2010 | Staff and Governors/trustees  informed of  requirements and  obligations of Single  Equalities Act 2010  and the Accessibility  Plan | SLT, SENCO(currently being trained)  review Policy  and provision at  governors  meeting  Staff Training  INSET | Short Term  Spring 2015  Medium Term  Autumn 2016  Summer Term  2017 |  |
| Ensure curriculum  meets the needs of  the students | Curriculum review  process to include  consideration of  curriculum needs of  all students  including those with  a disability | SLT – Curriculum  SLT – Teaching  SENCO | Short Term  Lesson  observations  Learning Walk |  |
| Availability of written materials in alternative formats | The Academy is aware of the service available for converting written information into alternative formats. |  | If needed, the Academy can provide written information in alternative formats.  (Short Term) | Delivery of information to disabled students improved. |