

**READ & RISE**

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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 mangerIf 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 anyproposed ‘newbuild’ project/ or new place acquired isphysicallyaccessible foreveryone | Project manager willensure compliancewith buildingregulationsregardingaccessibility | Premises managermanager toensure ‘newconstruction’ or new place willbe fullyaccessible. | **Long Term**Until any newconstructionbegins or new place is acquired | Commitment to providing a fully compliant and improved assessable building.  |
|  |  |  |  |  |

**Hafs Academy – Accessibility Plan**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Objective** | **Actions** | **How/Staff** | **When** | **Goal Achieved** |
| Ensure stafftraining 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 TermDecember 2016 | Improved awareness of the desirability of considering the needs of persons with disability. |
| Ensure parking andaccess to buildingfor physicallydisabled students and their parentswhen they visit theschool is in place. | Review currentarrangements | Audit by Premise’s Manager andto report to the DoE | Short TermDecember 2016 | Facilitating access needs of disabled people. |
|  |  |  |  |  |

**Hafs Academy – Accessibility Plan**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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 Planand Equalitystatementbecomes anannual item atGovernors/TrusteesMeeting | Clerk to Governorsto add to list ofrequired publicationdetails | DoEand SLT to showadherence tocurrent legislation | DoEand SLT to showadherence tocurrent 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)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Objective** | **Actions** | **How/Staff** | **When** | **Goal Achieved** |
| **Access to the****Curriculum**Ensurecompliance withEqualities Act2010 | Staff and Governors/trusteesinformed ofrequirements andobligations of SingleEqualities Act 2010and the AccessibilityPlan  | SLT, SENCO(currently being trained)review Policyand provision atgovernorsmeetingStaff TrainingINSET | Short TermSpring 2015Medium TermAutumn 2016Summer Term2017 |  |
| Ensure curriculummeets the needs ofthe students | Curriculum reviewprocess to includeconsideration ofcurriculum needs ofall studentsincluding those witha disability | SLT – CurriculumSLT – TeachingSENCO | Short TermLessonobservationsLearning 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. |