

Accessibility Plan

Garforth Academy recognises that many of its students, visitors and staff, whether disabled or otherwise, have individual needs when seeking to make use of the Academy and its facilities. Garforth Academy also recognises that for some users, the nature of their additional needs may mean that they experience specific difficulties related to accessing education at the Academy, and the physical environment. As part of its on-going commitment to Equal Opportunities and the delivery of an inclusive educational service, Garforth Academy will endeavour to ensure that people with additional needs receive the same standard of service as everyone else.

In light of this, Garforth Academy will:

Communicate to all staff that our policy for the provision of educational services ensures the inclusion of people with additional needs. Such communications will address the legal obligation of individuals and the organisation as a whole.

Provide appropriate disability awareness training for staff, which will explain the policy of Garforth Academy towards disabled users and the effective implementation of access improvements.

Address acts of disability discrimination via existing conduct codes, where appropriate.

Encourage contractors and suppliers to adopt similar policies towards disabled people.

In order to ensure that the services it provides effectively meet the needs of disabled customers, Garforth Academy will:

- Consult with disabled pupils, parents, staff and disability organisations.
- Plan to make access improvements to enable disabled people to use its services. Furthermore, Garforth Academy will effectively communicate their availability to both students and staff.
- Regularly review whether its education (and other) services are both accessible and effective, and take appropriate action.
- Monitor the implementation and effectiveness of this policy on a regular basis.
- Operate an accessible complaints procedure whereby disabled people can make improvement suggestions and request assistance.

It is not possible to anticipate every difficulty that a disabled person might have in accessing or using our facilities. Therefore, we should be flexible in our approach. We should try to anticipate the types of problems that could arise.

If we become aware of the requirements of a particular disabled person who uses or seeks to use our facilities we will take a reasonable temporary step immediately, even if this isn't the best long term solution.