



Trinity Academy Halifax

Accessibility Policy

Status – Statutory

1. Purpose of policy and guiding principles

- 1.1. The academy recognises that many of its students, visitors and staff, whether disabled or otherwise, have individual needs when using the academy. However, we also recognise that for some students, the nature of their disabilities may mean that they experience specific difficulties related to accessing education, and the physical environment.
- 1.2. As part of our on-going commitment to the delivery of an inclusive educational service and the Christian ethos we have at the centre of everything we do at the academy, we will endeavour to ensure that disabled students receive the same standards of education as those without a disability. We will also ensure that we remove any barriers and make reasonable adjustments as required to ensure all our staff, visitors and students have the same access rights in and around our buildings.

2. Links with other policies or legislation

- 2.1. This policy has been drawn up in accordance with the Equality Act 2010 and the Disability Discrimination Act (DDA) 1995.
- 2.2. The Accessibility Policy should be read in conjunction with the:
 - Health and Safety Policy
 - Equality Policy
 - Behaviour for Learning Policy
 - Anti-Bullying Policy
 - SEND Policy

3. Consultation

- 3.1 The academy consulted with the Local Authority to ensure this policy is fit for purpose and meets the physical needs of all its users. In the academy construction process Turner Townsend and Ryder Architects ensured that the building met all the BB99 standards relating to safe access and compliance with any DDA requirements. We continue to liaise with the Health and Safety and accessibility contact at the Local Authority to ensure we are DDA compliant and to ensure we are aware of any changes in legislation.

4. Procedure

Empathy, Honesty, Respect, Responsibility

4.1 In the light of this the academy will:

- Inform all staff that our policy for the provision of educational services ensures the inclusion of disabled students. Such communications will address the legal obligation of staff, and the academy
- Provide appropriate disability awareness training for staff, which will explain the school policy towards disabled students and the effective implementation and monitoring of it
- Address acts of disability discrimination via existing conduct codes, where appropriate
- Encourage suppliers and contractors, to adopt similar policies towards disabled students.

4.2 In order to ensure that the educational services it provides effectively meet the needs of disabled students the academy will:

- Consult with disabled students, parents, staff and local disability organisations
- Plan to make access improvements to enable disabled people to use its services (and learning spaces). Furthermore, the academy will effectively communicate their availability to both students and staff
- Annually review whether its education (and other) services are both accessible and effective, and take appropriate action if required
- Monitor the implementation and effectiveness of this policy on an annual basis
- Operate an accessible complaints procedure whereby disabled people can make improvement suggestions and request assistance in line with the current academy complaints procedure document.

5. Roles and Responsibilities

5.1 The policy will be overseen by the Finance Director; day to day checks and the appropriate reporting of issues will be completed by the Site Manager.

6. Monitoring and Evaluation

6.1 The policy will be checked annually and updated based on new legislation as and when appropriate.

Date adopted by Governing Body	January 2016
Date for full implementation	January 2016
Date for review	January 2019
Lead Professional	Mr D Sheard (Finance Director)