



Disability Policy

Introduced September 2008



Awarded for excellence



INVESTOR IN PEOPLE



Disability Statement

Ashcroft Technology Academy is committed to providing equal opportunities for all and welcomes:

- applications for employment from those with a disability
- applications for places from students with disabilities

The Academy's recruitment process ensures that applicants for posts are shortlisted on the basis of how their qualifications and experience match the person specification for the job.

The Academy recognises that some disabled people will need adjustments made in order for them to do the job. We will look at what changes could be made to the workplace or to the way work is done and make any changes that are reasonable.

If an employee develops a disability, the Academy will make every effort to retain his/her services by making reasonable adjustments to the workplace, the methods of working or by finding another suitable role for her/him.

When decisions are made about an individual, the only personal characteristics or circumstances taken into account will be those which are necessary for the proper performance of the work involved.

As part of the performance management process, disabled employees will be given the opportunity to discuss what can be done to develop and use their abilities.

Disabled students applying for a place at the Academy will undergo the standard admissions procedure; offers of a place will be made on the basis laid down in the Admissions Policy and Procedures. The Academy has a commitment to giving priority to children with hearing impairment within Special Needs Admissions.

The needs of the disabled have been considered in the design of the new school building and in the equipment purchased for teaching and learning

When planning educational and other activities outside the school day, staff organising the events will carefully consider the types of activity and the adjustments that can be made so that disabled colleagues and students can take part fully.

The staff and Governors will regularly review the provision it makes for disabled staff and students and strive to continuously improve the facilities available.