LANDAU FORTE ACADEMY GREENACRES

Policy Name	Disability Policy
Date of Issue	February 2026
Author	G Thomas
Reviewed by	G Thomas
Date of next review	February 2029

Scope of the policy

This policy applies to Landau Forte Academy Greenacres

Purpose of the policy

The Academy has a legal duty to be non-discriminatory towards disabled students and to provide equal access and opportunity to the curriculum.
(This policy should be read in conjunction with other policies – managing behaviour through rewards and positive actions; equal opportunities policy and the individual needs policy.

Our duty is to ensure we do not discriminate against anyone as explained in the Disability Discrimination Act 1995.

Policy Detail

Aims:

- Support the ethos of the Academy as a community which respects the rights of disabled students, to have equal access to the curriculum, enrichment, extension activities and other services

- Equally value and encourage all children

- Foster positive attitudes towards disability within our community

- Notwithstanding the above and the Academy's desire to enrich the lives of all our students by pursuing an inclusive policy towards all students which reflects the diversity of the outside world, the Academy places equal importance on ensuring that no student's education and progress is impaired by the behaviour of another student

To achieve our aims, the Academy has produced this Disability Policy. The Education Committee of the Board of Governors will:

- Review the Academy's Disability Policy every three years.

- Make recommendations with a view to improving the accessibility of its education to students or prospective students with disabilities by means of reasonable adjustments.

1. Admission to the Academy

The Academy policy is to apply these criteria to all students and potential students, regardless of any disability of which it is made aware by parents.

The Academy has a legal obligation to make reasonable adjustments not to put any disabled student or potential student at a substantial disadvantage compared with other students who are not disadvantaged because of disability

The Academy requires parents to inform the Academy in respect of the disability of a prospective student in the relevant section of the application form

In assessing any student or prospective student, the Academy may take such advice and require such assessments e.g., Educational Psychologist's report, and recommendations as it regards as appropriate

2. Physical Access

Under the legislation we are not required to remove or alter physical features.

The Academy is addressing issues as part of the buildings development and refurbishment programme but some substantial improvements cannot be achieved by reasonable adjustments short of major alterations at prohibitive cost to the Academy

The Accessibility Plan to meet the legal planning duties will seek to improve physical access within the constraints of local planning permission and the budgetary impact outlined above

3. Education

Staff will continue to be made aware of students with Disability or Special Educational Needs (by the Special Educational Needs co-ordinator)

Staff will continue to be made aware of strategies to make “reasonable adjustments” within the classroom so as not to place disabled students at a substantial disadvantage in accessing the curriculum.

Staff will need to adapt their teaching to the learning patterns of all the students according to their abilities and needs.

The implementation of reasonable adjustments to classroom management, teaching and expectations, should not prejudice the progress of other students, nor their Health and Safety (e.g. sports equipment)

4. Sporting & Recreational Activities

The Academy will continue to provide equal access to all Academy activities for disabled students, within the constraints of the physical nature of the site, the budgetary costs, the Health and Safety implications and difficulties of supervision

Individual Risk Assessment and management strategies will be provided for disabled students engaged in Academy trips or visits

5. Welfare Awareness

Staff and students are to be made aware of disability and understand its effects and accept and support disabled students as part of Academy life

Appropriate staff training will be provided on a regular basis to enhance understanding of disability, the need for making reasonable adjustments in compliance with our legal duties and to improve our educational provision

The Academy’s Equal Opportunities Policy, Bullying Policy, Codes of Conduct and staff handbooks, will be updated to reflect inclusiveness and the difficulties faced by disabled students, thereby improve understanding and integration

The Academy will agree with parents appropriate regular means of communication with regard to the student’s progress, behavioural issues and the effects of any medication

Policy Name	**Disability Policy**
Change Made	
Date Made	**February 2026**
Made By	**G Thomas**
Principal	**G Thomas**
Chair of Governors	

LANDAU FORTE CHARITABLE TRUST