



Amankwakrom Fisheries and Agricultural Technical Institute (AFATI)

Disability Inclusion and Equity Policy

1. Policy Statement

Amankwakrom Fisheries and Agricultural Technical Institute (AFATI) is committed to promoting equity, access, and inclusive participation for all students and staff, including persons with disabilities. Guided by our mission, vision, and core values—**Integrity, Honesty, Excellence, and Inclusiveness**—we seek to create a learning and working environment where everyone is treated with dignity, respect, and fairness regardless of their physical, intellectual, sensory, or psychosocial abilities.

2. Purpose

This policy outlines AFATI's commitment to the inclusion of persons with disabilities and the implementation of equitable practices that support their full participation in academic, social, and leadership life.

3. Scope

This policy applies to all students, teaching and non-teaching staff, visitors, and stakeholders of AFATI.

4. Legal Framework

AFATI aligns this policy with national and international frameworks including:

- **Ghana Persons with Disability Act, 2006 (Act 715)**
- **UN Convention on the Rights of Persons with Disabilities (CRPD)**
- **Education Strategic Plan of Ghana (2018–2030)**

5. Guiding Principles

- **Non-Discrimination:** No person shall be excluded or treated unfairly on the basis of disability.
- **Accessibility:** Ensure physical, instructional, and digital accessibility across all school facilities and programs.
- **Participation:** Encourage active involvement of persons with disabilities in decision-making processes, leadership roles, and extracurricular activities.



- **Equity in Opportunities:** Provide reasonable accommodations and learning support services to ensure students with disabilities can achieve their full potential.
- **Community Engagement:** Work with families and communities to promote awareness and reduce stigma around disability and inclusive education.

6. Institutional Commitments

6.1. Inclusive Education Practices

- Modify teaching methods and learning materials to meet the diverse needs of all learners.
- Train instructors in inclusive pedagogy and disability sensitivity.

6.2. Physical and Technological Accessibility

- Strive to make all facilities accessible to persons with mobility, visual, or hearing impairments.
- Ensure that ICT tools and materials used in training are compatible with assistive technologies.

6.3. Student Support Services

- Offer academic counseling and personalized support services for students with disabilities.
- Address menstrual hygiene and reproductive health challenges, particularly for female students with disabilities.

6.4. Gender and Disability Intersectionality

- Recognize and address the compounded challenges faced by female students with disabilities, including stigma, harassment, and exclusion from leadership or STEM-related fields.

6.5. Leadership and Participation

- Encourage representation of students with disabilities in the Prefectural Board, SRC, and all clubs/associations.
- Monitor and evaluate their participation and address barriers where necessary.

7. Collaboration and Advocacy

- Collaborate with parents, caregivers, community leaders, and relevant stakeholders to raise awareness on inclusive education and eliminate stereotyping in educational career choices.
- Continue community outreach programs via information centers to promote equity, especially for girls and learners with disabilities.



8. Reporting and Accountability

- Any instances of discrimination or exclusion based on disability must be reported to the school administration or SRC for immediate redress.
- A designated officer or committee will monitor the implementation of this policy and ensure continuous improvement.

9. Review

This policy shall be reviewed every three (3) years or as needed to reflect new legal requirements, institutional changes, or feedback from the AFATI community.

Approved by:



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PRINCIPAL
AMANKWAKROM FISHERIES, AGRIC
TECHNICAL INSTITUTE

SAMUEL B. MENSAH JNR.

Amankwakrom Fisheries and Agricultural Technical Institute

Date: 12th June, 2023.

