

St. Nicholas-at-Wade Church of England Primary School

Disability Policy

Revised November 2010

St. Nicholas-at-Wade Church of England Primary School

Disability Non-Discrimination Policy

(see also AEN Policy and Equality Scheme)

1 Introduction

- At St. Nicholas-at-Wade Church of England Primary School our aim is to value the individuality of all of our children. We are committed to giving all of our children every opportunity to achieve the highest of standards. We do this by taking account of pupils' varied life experiences and needs. The achievements, attitudes and well-being of all our children matter. This policy helps to ensure that this school promotes the individuality of all our children, irrespective of ethnicity, religion, attainment, age, disability, gender, sexual orientation or background.
- The Disability Discrimination Act (DDA) of 1995 aims to end discrimination against people with disabilities and to improve access in all areas of life. Since 2002, it has been unlawful for schools and Local Education Authorities to discriminate against pupils with disabilities in admissions and exclusions, in education, and in associated services.
- From 1st October 2004 it became unlawful to discriminate against people with disabilities by preventing them from having access to premises. Along with all other public buildings, our school has made 'reasonable adjustments' to enable this access.
- Our Accessibility Plan details the changes required to our buildings and to other aspects of our school, and remove barriers to inclusion for all pupils and staff with disabilities.

2. What is disability?

- The Disability and Discrimination Act states that 'a person suffers from a disability if he or she has a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out day-to-day activities'.
- Physical or mental impairments can include sensory impairments (such as those affecting sight and hearing) and learning difficulties. The definition also covers certain medical conditions when they have a long term and substantial effect on pupils' everyday lives.
- Disability is not the same as special educational needs; not all children who are defined as having a disability have special educational needs, and vice versa.

3. Aims

- Our school aims to be an inclusive school. We actively seek to remove the barriers to learning and participation that can hinder or exclude individual pupils, or groups of pupils. This means that equality of opportunity must be a reality for all our children, and this of course includes pupils with disabilities.
- We will ensure that pupils with disabilities have the same opportunities as nondisabled pupils to benefit from the education our school provides.
- We will not treat a pupil with a disability less favourably than others because of the nature of his or her disability.
- We will make all reasonable adjustments to ensure that a pupil or member of staff with disabilities is not placed at a disadvantage.
- We will endeavour to anticipate the needs of a pupil or staff member with disabilities before he or she joins the school.

4. Removing barriers

- The school has made reasonable adjustments to ensure that pupils and members of staff and of the public are not disadvantaged.
- Disabilities can limit the extent to which children are able to participate in the curriculum, and can impede the delivery of information. So, for example, if a child suffers from hearing loss, the teacher will always try and face the child when addressing the class, or, in severe cases, the teacher may wear a microphone and transmitter.

5. The physical environment

- We will endeavour to continue improving provision for disabled pupils and staff by developing the physical environment of the school, within the limits of the resources available.

6. The curriculum

- We use teaching strategies to enhance learning and participation in a broad and balanced curriculum.
- Special consideration is made for children with different abilities related to speech and language.
- We find ways in which all pupils can take part in sport, music and drama.
- We plan our out-of-school activities and school trips in such a way that pupils with disabilities can participate.
- We use language that does not offend, and we make staff and pupils aware of the importance of language.
- The school regularly reviews the way resources are matched to the needs of all the children. If necessary, to improve our provision, adjustments will be made to classroom organisation, the deployment of support staff, timetabling and staff training. Many of the adjustments we make are dependent upon individual needs.
- We seek and respond to guidance from parents and children.

7. Information

- Information normally provided in writing (lesson content, texts, library resources and information about school events) can be made available in alternative formats that are clear and user-friendly, such as audio tape, large print, lip-speaking, sign language or through ICT.
- We always take account of disabilities, be they the pupils' or their parents'. For example, communication with a parent who is visually impaired may need to be by telephone rather than by letter.

8. Staffing

- When advertising posts, or interviewing applicants, or deciding on appointments, the governors and staff will follow the necessary procedures, and will not discriminate against people with disabilities.
- Should a member of staff become disabled, the governing body will make reasonable adjustments to that person's employment arrangements, or to the premises, in order to enable them to continue in post.
- All members of staff are entitled to professional development and training, and are expected to take advantage of a continuous programme of professional development.
- This school will liaise with specialists to support individual pupils. Among these specialists are the following: physiotherapists, educational psychologists, speech therapists, doctors, the school nurse, social workers, and other staff of the voluntary and statutory agencies. We can benefit from the LA's advice, and its provision through the Hearing Impaired and Visually Impaired services.

9. Health and safety

- Members of staff follow the school procedures both for the storage and for the administration of medicines to pupils.
- The school has members of staff qualified in giving first-aid treatment, and the emergency services will be called, should they be required.

10. Policy into practice

- The governing body is responsible for the school's duty not to discriminate.
- The Head Teacher will ensure that all members of staff are aware of their responsibilities to all pupils without exception.
- All members of staff are fully committed to the policy of not discriminating against pupils, parents or staff with disabilities.
- Parents and carers are asked to keep us informed about any relevant issues, so that we can work towards resolving them.

11. Monitoring

- We have high expectations of all our pupils. We monitor a range of data to make sure that all pupils are making the best progress possible, and that no groups of pupils are underachieving.
- The governing body will seek a named governor (Mr. Panteli) with responsibility for matters of disability discrimination. It is this governor's responsibility to keep the governing body informed of any new regulations, and to ensure that the school regularly reviews its processes and procedures. The governor in question also liaises with the LA and other external agencies, to ensure that the school's procedures are in line with those of the LA.
- The Head Teacher implements the school's disability non-discrimination policy on a day-to-day basis, and ensures that all staff are aware of the details of the policy as it applies to them.
- The Head Teacher reports to governors annually on matters regarding disability discrimination.
- This policy will be reviewed at least once every two years or when circumstances dictate an earlier review.

Signed..... Date.....26/1/11.....

Approved and Reviewed by Governing Body.....26/1/11.....