



DISABILITY EQUALITY POLICY

Introduction

The SEN and Disability Act 2001 extended the Disability Discrimination Act 1995 (DDA) to cover education. Since September 2002 the Governing body has key duties under part 4 of the DDA:-

- Not to treat disabled pupils less favourably for a reason related to their disability.
- To make reasonable adjustments for disabled pupils so that they are not at a disadvantage.
- To plan to increase access for education for disabled students.

In addition, the Disability Equality Duty (2006) requires all schools to:-

- Eliminate discrimination that is unlawful under the DDA.
- Eliminate harassment of those with a disability.
- Promote positive attitudes towards disabled persons.
- Encourage participation by disabled individuals.
- Take steps to take account of disabilities even if this involves treating disabled persons more favourably.

This policy sits alongside the school's other policies on Equal Opportunities and Special Educational Needs.

The school also recognises that through the Every Child Matters agenda, it has a responsibility to focus upon improving opportunities and outcomes for children.

Statement of Intent

The school recognises that its community users may have a disability and is committed to ensure that there is equality of education and opportunity. We will endeavour to develop a culture of equality and inclusion where people with disabilities are not treated differently and are able to participate fully in school life.

This reflects our school's vision statement of providing the opportunity for each child to enjoyably achieve his/her full potential in a happy and Christian school environment.

Guiding Principles

- To promote equality of opportunity between disabled and non-disabled members of our community.
- To eliminate any discrimination of disabled people within our school community.
- To encourage participation of disabled people in school life.

Equality of opportunity applies to all members of the school's community – pupils, staff, Governors, parents and visitors.

It is a requirement of the DDA that the school has an accessibility plan that is resourced, implemented and reviewed and revised as necessary.

NB. The DDA defines a disabled person as someone who has “a physical or mental impairment which has substantial and long-term adverse effect on his or her ability to carry out normal day to day activities”.

Disability Access Plan

- The Disability Access plan will be reviewed every 3 years.
- The school will consult with relevant stakeholders in drawing up its plan, using an audit tool.
- The school will ensure that the access plan is available by:-
 - Publishing it on the school's website.
 - Making it available in an alternative format on request.

Last Reviewed May 2010

To be reviewed:- May 2012