


<h1>Disability Policy</h1>	
<b>Updated</b>	May 2024
<b>Status</b>	Non- Statutory Delegated to the Headteacher Update every 2 years
<b>Review</b>	May 2026



## 1 Disability Equality Scheme

- i. All public bodies have a Disability Equality Duty: a general duty which applies to all public authorities, plus additional specific duties to produce a Disability Equality Scheme which will support the majority of public bodies in achieving the outcomes required by the general duty.
- ii. The School's Disability Equality Scheme is drawn up with due regard for the requirements to:
  - Promote equality of opportunity between people with disabilities and without to eliminate discrimination that is unlawful under the Disability Discrimination Act;
  - Eliminate harassment of people with disabilities that is related to their impairment;
  - Promote positive attitudes towards people with disabilities;
  - Encourage participation of people with disabilities in public life;
  - Take steps to meet people with disabilities needs, even if this requires more favourable treatment.
- iii. 'Due regard' means that authorities should give due weight to the need to promote Disability Equality in proportion to its relevance.

## 2 Involvement of Disabled People in the Scheme

- i. We are developing our involvement of people with disabilities by:
  - direct contact with clients / pupils / parents / staff;
  - gathering information from support agencies such as Social Services;
  - contact with support groups;
  - links with CAMHS;
  - liaison with professional bodies (eg. NEU);
  - contact with NHS representatives; and
  - access arrangements for young people.
- ii. We will, as a result of information gathered, assess and update the priorities of 'People with disabilities' and the School.
- iii. Currently our priorities are to ensure that:
  - access arrangements to the premises take account of the specific individual needs of pupils and staff;
  - access to the curriculum takes into account the needs of individual pupils;
  - there is physical access to the premises;
  - Health and Safety issues take account of disability considerations; and
  - accessibility considerations form part of the School's development planning.

### **3 Arrangements for assessing the impact of the school's disability equality activities**

- i. Identify where there is disadvantage and prioritise those issues for action.
- ii. Identify where there are opportunities to improve Disability Equality.
- iii. Undertake INFORMATION GATHERING in relation to performance will be undertaken with: staff, pupils, Management Committee, parents and other stakeholders.
- iv. All people with disabilities will be monitored to ensure they are making appropriate progress for their individual needs.
- v. An action plan will be drawn up from the Impact Assessments.
- vi. Following discussion with the Management Committee, the School will liaise with the Local Authority to ascertain how we can best implement improvements.
- vii. For further details, see the Accessibility Plan.

### **4 Keeping service users informed**

It is vital that all service users know how to highlight if additional arrangements need to be taken into consideration. The SEND Local offer sets out our commitment to supporting pupils and who to contact for additional support.