

Belton C of E Primary School



Achieving the best together

Disability, Accessibility and Discrimination Policy

Reviewed: September 2019
Next Review: September 2022

BELTON C of E PRIMARY SCHOOL

DISABILITY, ACCESSIBILITY & DISCRIMINATION POLICY

Belton C of E Primary School strives to ensure that the culture and ethos of the school are such that, whatever the abilities and needs of members of the school community, everyone is equally valued and treats one another with respect. We are committed to providing a fully accessible environment which values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion. Pupils should be provided with the opportunity to experience, understand and value diversity.

The definition of disability is:

"A person suffers a disability if he or she has a physical or mental impairment that has a substantial and long-term adverse affect on his or her ability to carry out normal 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.

Increasing the extent to which disabled pupils can participate in our school's curriculum

Planning covers a range of elements including ensuring that teaching and learning is accessible through school and classroom organisation and support, especially deployment of staff, timetabling, curriculum options and staff information and training. This will help to improve access to a full, broad and balanced curriculum.

Aims

Belton C of E Primary School aims to include all pupils, including those with disabilities, in the full life of the school. Our strategies to do this will include:

- Having high expectations of all pupils
- Finding ways in which all pupils can take part in the full curriculum including sport, music and drama

- Planning out-of-school activities including all school trips and excursions so that pupils with disabilities can participate
- Setting admissions policy in line with the LA and criteria which does not discriminate against pupils with disabilities or treat them unfairly
- Devising teaching strategies which will remove barriers to learning and increase participation for pupils with disabilities
- Planning the physical environment of the school to cater for the needs of pupils with disabilities
- Raising awareness of disability amongst school staff (teaching and non-teaching) through a programme of training
- Providing written information for pupils with disabilities in a form which is user friendly
- Using language in all its literature which does not offend and make staff and pupils aware of the importance of language
- Examining our library and reading books to ensure that there are examples of positive images of disabled people

Actions to ensure equality for pupils with disabilities

1. We shall undertake a disability audit

2. As a result of the audit, we shall:

- Write an action plan which includes targets
- Make the policy and targets known to all teaching and ancillary staff, pupils and parents
- Monitor the success of the plan
- Review the plan annually by Staff and Governors.

3. The Governing Body will report on how targets have been met in their report to parents (and what impact they have had on the achievements of pupils with disabilities).

Monitoring

Belton C of E Primary School recognises that monitoring is essential to ensure that pupils with disabilities are not being disadvantaged, and that monitoring leads to action planning.

We will monitor

- Admissions
- Attainment
- Attendance
- Punctuality
- Exclusions
- SEND Register
- Extra-curricular activities undertaken
- Homework
- Homework clubs
- Selection & recruitment of staff
- Governing body representation
- Parents attending consultation meetings
- Parents' involvement in the life of the school (representation on PTA, attendance at parents' evenings, in the classroom, school productions, sports day, fetes etc).

Other related school policies

Equality for disabled pupils is included as an explicit aim in all of the school's policies and is supported by the school's other policies including:

- Teaching and Learning
- Equal Opportunities Policy
- Behaviour Policy
- Admissions policy/criteria
- School Improvement Plan
- School Asset Management Plan
- Policy for School Trips and Excursions
- SEN Policy
- Exclusions
- Racial Equality
- Gender Equality