

Accessibility Policy and Plan

Definition of Disability

“ A person has a disability if he /she has a physical or mental impairment that has a substantial and long- term adverse effect on his/her ability to carry out normal day to day activities”

Disability Discrimination Act 1995 (DDA)

Aims of the Policy and Plan

We seek to encourage a diverse community in which individuals may contribute as fully as possible. Our faith tells us that we must aim to create conditions whereby staff and pupils are treated solely on the basis of their merits, abilities and potential by ensuring that no member of the School is unfairly discriminated against as a result of gender, colour, ethnic or national origin, age, social background, disability, religious or political beliefs, family circumstances or sexual orientation.

Main Objectives of the Policy and Plan

- Where practical and reasonable to reduce and eliminate barriers to access to the curriculum
- Where practical and reasonable to have full participation in the school community for pupils, prospective pupils and adult users with a disability
- To fulfill our legal obligations under the Disability Discrimination Act 2005 and any related or subsequent legislation.
- To seek to identify and remove all unjustified direct and indirect discrimination against people with a disability/learning difficulty, in relation to the workings of our school community.
- To pursue, where possible, a consistent programme of development and improvement in facilities, in processes and in the skills, knowledge and understanding of staff to meet the needs of people with disability/learning difficulty.
- Admissions from potential pupils or applications for employment will be assessed on the basis of the applicant's aptitudes, abilities and qualifications. We will do all that is reasonable to ensure that, with appropriate adjustments, the needs of disabled potential employees or

pupils are catered for and that they are not disadvantaged in the Admissions process.

- Where possible and reasonable we will make sure that disabled staff and pupils have access to the appropriate support and adaptations to enable them to be fully included in the life of the Schools.
- Where possible the views of the individual pupil or member of staff are taken into account when their requirements are being assessed.
- Members of staff working with disabled people, either as colleagues or pupils, have appropriate information and support.
- The Schools will take all reasonable steps to enable staff and pupils who become disabled during their time at the School to continue in their chosen career or school career, wherever possible.
- The Schools will endeavor to accommodate disabled visitors, wherever possible, to enable them to participate in events held on school premises.

Implementation

The Schools expect all Staff to be aware of this policy and its related Code of Practice to treat disabled people, whether pupils, staff or visitors, fairly with respect and in accordance with this policy.

Provision

Delivery of the Curriculum

- Each year the Senco will undertake an audit to assess any training Staff require in making the curriculum accessible to all pupils and are aware of its importance.
- Based on this audit specialist training will be provided to the Staff

Physical Environment

- It is recognized that the modifications which are possible to the physical structure of the site are very limited
- At the start of each year the Senco will assess what physical modifications are desirable and then will judge which, if any, are practical and possible as well as reasonable. Those which fit into this category will be presented to the Head and Governors for consideration with a view to their integration into the School Development Plan

- The School will take account of the needs of pupils and other users with physical difficulties and sensory impairments when planning and making further improvements and refurbishments of the premises, such as improved access, lighting, acoustic treatment and colour schemes, and more accessible facilities and fittings.

Provision of information in other formats

- When possible and requested the School will provide, as far as is reasonable, information in other formats to make it more accessible to people with differing needs.

This Policy and Plan is due for next review in September 2011