

# Disability Policy

## Incorporating the Accessibility Plan

January 2012

Reviewed annually by the governing body



### Introduction

The Priory Primary Academy Trust is committed to ensuring equality of education and opportunity for disabled pupils, staff and all those receiving services from the School. We aim to develop a culture of inclusion and diversity in which people feel free to disclose their disability and to participate fully in Academy life. The achievement of disabled pupils and students will be monitored and we will use this data to raise standards and ensure inclusive teaching. We will make reasonable adjustments to make sure that the School environment is as accessible as possible. At the Academy, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

### Definition of disability

The Disability Discrimination Act 2005 (DDA) defines a disabled person as someone who has ‘a physical or mental impairment which has a substantial or long-term adverse effect on his or her ability to carry out normal day-to-day activities’.

The DDA 2005 has also extended the definition of disability as follows:

- People with HIV, multiple sclerosis and cancer (although not all cancers) are deemed disabled before they experience the long-term and substantial adverse effect on their activities.
- Section 18 has been amended so that individuals with a mental illness no longer have to demonstrate that it is “clinically well-recognised”, although the person must still demonstrate a long-term and substantial adverse effect on his/her ability to carry out normal day-to-day activities.

### The Duty

The Disability Discrimination Act 2005 places a general duty on schools, who need to have due regard for the following when carrying out their functions:

- promoting equality of opportunity between disabled people and other people
- eliminating discrimination that is unlawful under the DDA
- eliminating harassment of disabled people that is related to their disability
- promoting positive attitudes towards disabled people
- encouraging participation in public life by disabled people
- taking steps to meet disabled people’s needs, even if this requires more favourable treatment.

This is also known as the Disability Equality Duty (DED) and applies to all disabled pupils, staff and those using services provided by schools.

### Monitoring

To meet the Disability Equality Duty, it is essential that aspects of school life are monitored to identify whether there is an adverse impact on children and young people with disabilities. The following should be monitored:

- achievement of pupils by disability
- disabled staff members (including numbers, type of disability and satisfaction rates in staff surveys etc.).

### **Current provision**

The Priory Primary Academy has a disabled toilet, all areas of the School including classroom are accessible to all the people. There are allocated disabled parking spaces in the staff car park. We are fortunate to have a flat site which allows easy access and freedom of movement.

### **Contact with parents**

When providing newsletters and information for parents, we attempt to make this information available in an accessible format.

Events for parents such as open evenings, meetings with teachers, should be held in the hall which is accessible to all by the main entrance.

### **Hiring transport**

Should the need arise, the Academy will provide accessible vehicles for transporting pupils and staff on visits. The requirement to provide accessible vehicles is extended to include these transport providers. Bus companies will not be able to refuse a job because, for example, it may take longer to pick up disabled students.

### **Election of parent governors**

The election of parent governors is made accessible to people of all abilities. Should a disabled governor be elected we would ensure their full participation in school life.

At the Priory Primary Academy we aim to:

- promote equality of opportunity between disabled people and other people, increasing awareness and ensuring the talents of all are recognised
- eliminate discrimination that is unlawful under the DDA and harassment of disabled people that is related to their disability.
- promote positive attitudes towards disabled people
- encourage all adults/children to play a full part in all aspects of school life.

### **Monitoring and reporting**

It is important to monitor the impact of the action taken to ensure that progress is being made towards meeting the Disability Equality Duty, and to ensure that no adverse impact is occurring as a result of the actions.

The Head Teacher will report to the governing body on an annual basis the implementation of the policy and accessibility plan.