

# Disability Policy

## Aim of this Policy

- To give opportunity to employees and pupils who have a disability.
- To ensure compliance with the *Special Educational Needs and Disability Act*
- To have regard to the guidance issued by the Disability Rights Commission “The Code of Practice for Schools”.

## Disability

A disability is a ‘*physical or mental impairment which has a substantial, long-term, adverse impact on a person’s ability to carry out normal everyday activities*’. (Disability Discrimination Act 1995 and Equality Act 2010).

## Policy Statement

Abbotsholme School will:

- Maintain and drive a positive culture of anti-discrimination towards disabled people.
- Train staff, as necessary, to understand the types of disabilities and how to deal with employees and pupils who have disabilities. Staff will not be expected, unless medically qualified, to administer medication.
- Adopt user-friendly procedures for considering admissions from parents of disabled children.
- Fulfil the planning duty to draw up an Accessibility Plan, with the aim of increasing the accessibility of the School’s curriculum, to improve the physical environment of the School and to improve access to information.
- Implement and review the Accessibility Plan and undertake an access audit
- Keep under review the School’s Admission Policy, Equal Treatment and Anti-Bullying policies in line with SENDA.

## Disability Discrimination

**We will not treat a pupil or employee or a prospective pupil or employee less favourably on the grounds of disability.**

We will not knowingly discriminate against a person on the grounds of disability:

- In the arrangements for determining admission or employment procedures.
- In the terms on which a place at the School is offered.
- By refusing or deliberately omitting to accept an application for admission or employment.
- In the provision of education and associated services.
- By excluding a person on the ground of their disability.
- By victimising a person with a disability.
- By failing to take steps to ensure that disabled persons are not placed at a substantial disadvantage in comparison with non-disabled persons.

## Application

The school will be open to applications from any prospective pupil with a physical and/or mental impairment.

- The registration or admission form enables the parents to give details of their child’s disability.

- Every application will be considered on its merits within the School's criteria for selection on grounds of the pupil's ability and aptitude.
- The School will treat every application from a disabled pupil in a fair, open-minded way.
- The School will, if appropriate, request from the parents or previous school, full details in the form of medical reports, educational psychologist reports and any other report which assesses the child's disability so that the School can make an assessment of the adjustments that would be needed in order to provide adequately for the pupil's physical and educational needs.
- The application will be considered on the basis that all 'reasonable adjustments' have been made by the School in order to cater for the child's disability.
- The School will not offer a place, if after all reasonable adjustments have been made, the School will not be able to provide adequately for the pupil's physical and educational needs.
- The School shall inform the parents of their decision and give details of the reasonable adjustments they are going to make or give reasons why the offer of the place is declined.

### **Education and Associated Services**

The School has an ongoing duty to make reasonable adjustments in respect of the '*education and associated services provided*'. This is a broad expression that covers all aspects of School life. The range of activities that are covered include:

- The curriculum.
- Classroom organisation and timetabling.
- Access to school facilities, including boarding and dining facilities.
- School sports, school clubs, trips and other activities.
- School policies.
- Breaks and lunchtimes, the serving of school meals.
- Assessment and examination arrangements.
- School discipline and sanctions.
- Exclusion procedures.
- Preparation of pupils for the next phase of education.

### **Reasonable Adjustments for Pupils**

The School is legally required to make 'reasonable adjustments' in order to cater for a child's disability. The School is not legally required to make any alterations to the physical features of the School.

The School shall inform the pupils and parents of the reasonable adjustments that the School are legally required to make for the pupil, which may typically include:

- Making arrangements for a child in a wheelchair to attend an interview in an accessible ground floor room.
- Allowing extra time for a dyslexic child to complete an entrance exam.
- Providing examination papers in larger print for a child with a visual impairment.
- If possible, rearranging the timetable to allow a pupil to attend a class in an accessible part of the building.
- Arranging a variety of accessible sports activities.

The School is not legally required to make adjustments which include:

- Physical alteration such as the provision of a stair-lift or new ground-floor facilities, such as a new library.

## **Disclosure**

Parents will be requested to provide the School with copies of the child's latest medical report, educational psychologist's report and any other information regarding the child's disability.

If, following the offer of a place, it is discovered that the School has not received full disclosure of information relating to the child's disability **and** the School is not able to make reasonable adjustments for those disabilities, then the School may withdraw the offer of a place, or ask the parents to withdraw a child who is already a pupil.

## **Review Procedure**

Parents may request a review if the School decides it is unable to offer their child a place on the grounds of disability. The request must be made as soon as possible and in any event within seven days of the decision being notified to the parents. The Headmaster will advise as to the procedure under which such a review will be conducted.

## **Disability Policy Review Committee**

The School has a committee which consists of: Health Adviser (HH), Head of Learning Skills (SB), Director of Finance and Operations (RM). Other members may be co-opted as needed. The committee meets termly, and at other times as needed. The purpose of the committee is to:

- Review the School's policies, procedures and facilities as they are likely to affect pupils and prospective pupils.
- Make recommendations concerning improvement in the accessibility of education to pupils and prospective pupils with disabilities by means of reasonable adjustments.
- Prepare/review the School's policies relating to disability, inclusion and learning support.
- Prepare/review the School's Accessibility Plan.

## **Accessibility Plans**

The School maintains a written Accessibility Plan, which is available, on request.

The Accessibility Plan will include consideration of how the School proposed to:

- Increase the extent to which disabled pupils (including those with special educational needs) can participate in the School's curriculum.
- Improve the provision to disabled pupils of information which is already in writing for pupils who are not disabled, which disabled pupils might find it difficult to access.
- Improve the physical environment of the School in order to increase the extent to which disabled pupils are able to take advantage of education and associated services offered by the School.

The Plan will be reviewed, every year, to ensure it is up-to-date and covers aspects of School life as determined under the Act.

**Accessibility Plan: see separate document**

Reviewed: December 2018