

Charnwood Primary School



Disability and Equality Policy

May 2016

Reviewed	Date:	May 2016
	By:	Mrs M Norman SENCo
Agreed at the Governor Committee Meeting Sites & Building / Health & Safety	Date:	12/05/2016
	Signed by Chair of Committee:	Mr M Rafik
Ratified by FGB	Date:	23/02/2017
	Signed by Chair of FGB:	Mr I Lambat
Next review	3 Years	May 2019

Revision History

Date	Details of change
May 2013	Reviewed by Mr A Bahadur
May 2016	Reviewed by Mrs M Norman Minor changes to references to legislation and policies Document re-formatted

1 Introduction

This plan is drawn up in accordance with the planning duty in the Disability Discrimination Act 1995, as amended by the SEN and Disability Act 2001 (SENDA). It draws on the guidance set out in “Accessible Schools: Planning to increase access to schools for disabled pupils”, issued by DfES in July 2002.

2 Definition of Disability

Disability is defined by the Disability Discrimination Act 1995 (DDA):

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

3 Key Objective

To reduce and, where possible, eliminate barriers to accessing the curriculum and to full participation in our community for pupils, and prospective pupils, with a disability. Charnwood is an Accessible by Design school, specifically for Ground and First floor.

4 Principles

Compliance with the DDA is consistent with Charnwood’s aims and equal opportunities policy, and the operation of Charnwood’s SEN policy. Charnwood recognises its duty under the DDA (as amended by the SENDA):

- Not to discriminate against disabled pupils in their admissions and exclusions, and provision of education and associated services
- Not to treat disabled pupils less favourably
- To take reasonable steps to avoid putting disabled pupils at a substantial disadvantage
- To publish an Accessibility Plan

In performing their duties, governors and staff will have regard to the disability Rights Commission (DRC) Code of Practice (2002).

Charnwood recognises and values parents’ knowledge of their child’s disability and its effect on his/her ability to carry out normal activities, and respect the parents’ and child’s right to confidentiality.

Charnwood provides all pupils with a broad and balanced curriculum, differentiated and adjusted to meet the needs of individual pupils and their preferred learning styles; which underpin the development of a more inclusive curriculum:

- Setting suitable learning challenges
- Responding to pupils’ diverse learning needs
- Overcoming potential barriers to learning and assessment for individuals and groups of pupils.

5 Activity

EDUCATION & RELATED ACTIVITIES

Charnwood will continue to seek and follow the advice of LEA services, such as specialist teacher advisers and SEN inspectors/advisers, and of appropriate health professionals from the local NHS Trusts.

PHYSICAL ENVIRONMENT

Charnwood will take account of the needs of pupils and visitors with physical difficulties and sensory impairments when planning and undertaking future improvements and refurbishments of the site and premises.

PROVISIONS OF INFORMATION

Charnwood will make itself aware of local services, including those provided through the LA, for providing information in alternative formats when required or requested.

6 Linked Policies

This plan will contribute to the review and revision of related school policies, such as:

- School Improvement Plan
- SEND Policy
- Single Equality Policy
- Curriculum Policies

The plan is also available by email, or in an enlarged print version, on request to the Head teacher.