



Melcombe Primary School Disability and Equality Policy

Reviewed by: Policy Review Group

Date adopted: 20th November 2017

Signed D. Charman.....

Date 20/11/17.....

Dennis Charman
Chair of the Governing Board

Date for Review: 20th November 2019

Introduction

This policy is designed to meet the planning duties set out in the Disability Discrimination Act 2005 (DDA) and the Special Educational Needs and disability Act 2001 under which the Governing Body and staff at Melcombe Primary School (Melcombe) will seek to:

- eliminate unlawful disability discrimination with in the school.
- eliminate disability-related harassment of disabled children and adults.
- promote equality of opportunity for disabled children and adults.
- take steps to take account of disabled children's and adult's impairments, even where that involves treating them more favourably.
- promote positive attitudes towards disabled children and adults.
- encourage participation by disabled people in public life.

Disability is defined as '*a person who 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*'.

Employment, Pupil Role & Training

Melcombe aims to have a workforce and a pupil role that is reflective of the community, which it serves and will:

- ensure disabled people have access to employment opportunities within the school.

- ensure that recruitment and selection procedures do not put disabled applicants at a disadvantage.
- ensure job descriptions and person specifications do not contain unnecessary requirements.
- provide information about jobs through a variety of formats and methods.
- interviewing disabled candidates who meet the minimum requirements for the post, or who could do so if reasonable adjustments to the premises, working practices and equipment were made.
- make managers, other employees and pupils aware of their responsibilities to ensure that there is no discrimination, harassment or victimisation of employees or pupils due to their impairment.
- ensure that our training and development programme equips employees and pupils to understand and implement this policy.

Promotion and Engagement

Melcombe will work to promote the rights of disabled people of whatever age, engage with and understand the needs, aspirations and priorities of disabled people and pupils by:

- working to raise awareness of disability issues within the school.
- providing disability equality training for those who require it.
- monitoring proposals by the Government, statutory agencies and other bodies that particularly affect disabled people.
- encouraging good practice from partnership organisations.
- exploring and developing means of effective engagement and consultation with disabled people.
- offering help and training to encourage disabled people to contribute to the work of the school and in other areas of engagement.
- ensuring that pupils with learning difficulties have appropriate support in order to fully participate in the school.

Within the Classroom

Compliance with the DDA is consistent with the school's aims and equal opportunities policy, and the operation of the school's SEN policy under which Melcombe seeks:

- not to discriminate against disabled pupils in their admission 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 provide all pupils with a broad and balanced curriculum, differentiated and adjusted to meet the needs of individual pupils and their preferred learning styles; and endorses the key principles of the National Curriculum 2000 framework, which underpin the development of a more inclusive curriculum by:
 - to set suitable learning challenges.
 - to respond to pupils' diverse learning needs.
 - to overcome potential barriers to learning and assessment for individuals and groups of pupils.

Melcombe also recognises and values a parent's knowledge of their child's disability and its effect on his/her ability to carry out normal activities, and respects the parent's and child's

right to confidentiality.

Physical Environment

Melcombe will take account of the needs of pupils and visitors with physical difficulties and sensory impairments when planning and undertake future improvements and refurbishment of the site and premises.

Accountability

To ensure accountability for this policy the Chair of Governors and Head Teacher will be responsible for monitoring the effectiveness of the policy and for recommending changes and improvements necessary to the Governing Body.