

Our Lady of Peace Catholic Primary and Nursery School

'With Christ in our hearts, together we grow'.



Equality Disability and Accessibility Plan

By order of the Governing Body of Our Lady of Peace Catholic Primary and Nursery School

This policy was implemented April 2016

Statutory Policy - Date implemented: April 2016 To be reviewed: Spring Term 2017
Ratified at FGB Meeting

The school has a commitment to safeguarding and promoting the welfare of children.

Equality, Disability and Accessibility Plan

Introduction

Our School believes that every individual is a unique person created in the image of God. It is fully committed to meeting the requirements of the Disability and the Equality Act (DDA) 2010 and to the implementation of a policy to achieve equality of opportunity for its staff and students in keeping with its mission.

This fundamental commitment is set out in the school's Equal Opportunities Policy Statement, which affirms that discrimination is unacceptable within the school community.

Disability discrimination: covers discrimination against people with disabilities who on account of injury, illness or inherited conditions may be disadvantaged. Disability covers physical or mental impairment which has a substantial or adverse effect upon the person's ability to carry out normal day to day activities (definition from DDA 2010).

For the purposes of this policy, however, disability is broadly defined. It includes not only those disabilities which may immediately be apparent, but also conditions such as autism, dyslexia, diabetes, asthma, epilepsy, hearing or sight impairments and mental health difficulties. It is the intention of the school to offer appropriate support based on individual requirement.

School Aims:

- to ensure that appropriate and reasonable support is offered to members of staff with disabilities.
- to make reasonable adjustments for disabled pupils so that they are not at a substantial disadvantage
- to take the views of the individual pupils or members of staff into account at all times when their requirements are being assessed;
- to ensure members of staff working with disabled people, either as colleagues or as pupils, have appropriate information and support;
- to enable staff and students who become disabled during their time at the school to continue
- to ensure disabled members of the public can fully participate in public events held on the premises;
- so far as is reasonably practicable, school premises are made accessible and safe for disabled people by including plans in the School Development Plan (SDP)
- resources being appropriate to needs of disabled.

Disability Equality 2016

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Implementation:

It is the responsibility of all stakeholders within the community of Our Lady of Peace Catholic Primary and Nursery School to implement the policy by promoting its aims. It is the responsibility of the governors to ensure that the SDP reflects actions to promote inclusion for all with disabilities where appropriate measures can be taken.

Record of Staff Disabilities:

In order to assist in the development of appropriate policies and arrangements to support staff with disabilities, the school seeks to maintain information on the nature of disabilities experienced by members of staff and the number of staff so affected. The basis of that record is self-assessment by each member of staff. All colleagues are encouraged to respond positively in providing such data whenever periodic requests are circulated to them. Any change which may arise in intervening periods should be notified in writing to the Headteacher.

Recruitment and Selection

The school welcomes applications from those with disabilities. Applicants are encouraged to provide information on any practical requirements so that the school can take them into account in its application and interview arrangements. The school will consider making supportive arrangements. At interview, consideration of candidates and the decision on the appointment to the post in question will be based upon the suitability of the applicant's qualifications, experience and skills for the post.

Appointment

Individuals offered appointment and who may require adaptations will be asked about their needs and whether there is anything that their new colleagues will need to be made aware of at the time of taking up post. Where reasonably possible, adjustments and adaptations identified as needed, will be made.

Record of Pupil Disabilities

The school submits to the Local Authority numbers on roll as requested.

The school identifies pupils who have a special educational need (SEN) in its implementation of its Code of Practice (see Inclusion policy and Policy into Practice).

All children on the Code of Practice have an Individual Education Plan (IEP) which seeks to address their specific needs in collaboration with parents.

Monitoring and Review

It is the responsibility of the governors (Personnel Committee) together with the Headteacher and Inclusion Co-ordinator) to monitor the effectiveness of the policy each year alongside that of the School Development Plan.

This policy is supported by the philosophy of other policies including:

Behaviour, Teaching and Learning, Health and Safety, Admissions, Equal Opportunities, Inclusion, School Trips, Clubs.



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