

St Thomas CE
(VC)
Primary School



Disability
Non-Discrimination Policy

Policy Reviewed on:	November 2023
Policy to be reviewed on:	November 2024

St Thomas CE Primary School is an inclusive school and provides access as necessary within the funds available to meet the needs of all children. St Thomas CE (VC) Primary School recognises that the definition of children with learning difficulties includes children with a disability where any special educational provision needs to be made. It means that children with a disability have special educational needs if they have any difficulty accessing education and if they need any special educational provision to be made for them, that is, anything that is additional to or different from what is normally available in school. This policy ensures that curriculum planning and the assessment of all children takes account of the type and extent of the difficulty experienced by the child.

What is Disability?

The Disability and Discrimination Act states that 'a person suffers from a disability if he or she has a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out day to-day activities. Physical or mental impairments can include sensory impairments (such as those affecting sight and hearing) and learning difficulties. The definition also covers certain medical conditions when they have a long term and substantial effect on pupils' everyday lives. Disability is not the same as special educational needs; not all children who are defined as having a disability have special educational needs, and vice versa.

The aim of this policy is:

- To be inclusive. Actively seek to remove barriers to learning and participation that can hinder or exclude individual pupils or groups of pupils and staff. This means the equality of opportunities must be a reality for all our children and staff, and this of course includes pupils and staff with disabilities.
- We ensure that pupils and staff with disabilities have the same opportunities as non-disabled pupils/staff to benefit from the education/ CPD our school provides.
- We will not treat a pupil or staff member with a disability less favourably than others because of the nature of their disability.
- We will make all reasonable adjustments to ensure that a pupil or member of staff with a disability is not placed at a disadvantage.
- We will do our best to anticipate the needs of pupil or staff member disabilities before he or she joins the school.

The Governing Body has the responsibility with the Headteacher for:

- Ensuring that there is provision to meet the needs of pupils or staff members identified as disabled.
- Nominating a Governor to monitor this responsibility.
- Termly meeting between Disability and Non Discrimination Governor with the SENCO to review practice.

The Disability Non-Discrimination Governor's role:

- To undertake any training necessary
- Keep the Governing body informed of any new regulations.
- Ensure regular reviews of processes and procedures.

Monitoring & Review:

- The headteacher implements the school's disability non-discrimination policy on a day-to-day basis, and ensures that all staff are aware of the details of the policy as it applies to them.
- All teachers are aware of our commitment of non discrimination against pupils, parents or staff with disabilities.
- The headteacher reports to Governors annually on matters regarding disability discrimination.
- The policy will be reviewed at any time by request of the Governors, or at least every two years.
- Parents and carers are asked to keep us informed about any relevant issues, so that we can work towards resolving them.

Physical Environment:

We will endeavour to improve provision for disabled pupils and staff by developing the physical environment of the school, within the limits of the resources available.

Curriculum:

- Cross refer to Learning & Teaching Policy and SEND Policy and Information Report which outlines strategy used for all pupils regardless of ability.
- We find ways in which all pupils can take part in sport, music and drama, according to their needs.
- Out of school activities and school trips are organised in such a way that pupils with disabilities can participate. We
 - We use language that does not offend, and we make staff and pupils aware of the importance of language – refer to School Behaviour Policy.
 - We have library, reading books and other resources that contain positive images of people with disabilities.
 - The school regularly reviews the way resources are matched to the needs of all the children. If necessary adjustments will be made to classroom organisation, the deployment of support staff, timetabling and staff training.
 - We will make adjustments dependent on individual needs including PEEPS plans for staff and children if appropriate..

Information:

- On request, information will be provided in writing (lesson content, library resources and information about school events) will be made available in a more suitable medium, such as Braille, audio tape and large print, or it may be transmitted orally. Any curriculum materials are modified as above automatically to meet pupil needs.

Staffing:

- When advertising posts or interviewing applicants, or deciding on appointments, the governors and staff will follow the 'Safer Recruitment' procedures, and will not discriminate against people with disabilities.
- Should a member of staff become disabled, the governing body will make reasonable adjustments to that person's employment arrangements, or to the premises, in order for them to continue in the post.
- The school will liaise with multi-agency specialists to support individual pupils.
- Staff have a duty to inform the Headteacher and governors of any disability they have that may effect their ability to work.

Consultation:

- Annual pupil and parental surveys include consultation of Disability Discrimination needs and requirements.

Procurement:

The School will ensure that its procurement policies support its disability policy by:

- Taking disability needs into consideration when procuring goods or services.
- Making sure our selection and tendering processes positively address and include disability considerations.
- Monitoring contracts for compliance.
- Including appropriate terms and conditions.

Policy rewritten November 2023 and to be reviewed November 2024.