

Trafalgar Community Infant School



Policy Document

DISABILITY EQUALITY SCHEME

Reviewed - Autumn 2022

Review – Autumn 2024

Policy statement

Trafalgar is committed to promoting equality of opportunity for all disabled staff, students and visitors. We seek to create an environment that is open and accessible, where diversity and individual choice are respected, thus enabling everyone to participate fully in school life.

Definition

Disability covers a wide range of mental and physical impairments including those affecting mobility, hearing and sight, learning difficulties including dyslexia, and medical conditions including mental health problems. The Equality Act 2010 defines disability as: You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.

Who has been involved?

The formulation of this policy involved: School council, Parents/carers, Staff, Governors and the Advisory Service Inclusion team.

How will we meet the General and Specific duty?

Reasonable adjustments

Trafalgar will make reasonable adjustments, to accommodate individual needs; furthermore, we will seek to anticipate the requirements of disabled people so that school is in a position to comply with its duty as and when required. (See accessibility policy)

Trafalgar will discuss with disabled members of the community and professionals what reasonable adjustments are needed. If there is not sufficient expertise available in the school to deal with a particular reasonable adjustment, Trafalgar will seek specialist advice, for example, from the Disability Rights Commission (DRC).

Responsibilities

The Headteachers and Governors have overall responsibility for meeting the legal requirements related to disability.

All staff are expected to be aware of the DES (Disability Equality Scheme) and to treat disabled people, whether students, staff or members of the public, in accordance with its provisions.

Strengths of our school include an inclusive ethos, a commitment to improving our knowledge of disabilities, a building that is single storey and therefore accessible to most people.

The weaknesses we hope to address are access to particular areas of the school. We hope to gain more insight into the needs of disabled people as we implement this scheme. We aim to promote positive role models of disability in school practice and improved resources.

Disclosure

All existing and prospective members of the Trafalgar community are encouraged to disclose disabilities so that they may be fully supported as an individual. All staff have the responsibility to consider how their disability may impact on others and avoid unnecessary risks.

Information relating to such a disclosure will be treated sensitively, in accordance with Data Protection procedures.

Recruitment (staff) and admissions (pupils)

Trafalgar welcomes applications from all individuals, disabled or otherwise, who are suitably qualified for the job advertised. Applicants who are aware they have specific needs at the time of application to Trafalgar are encouraged to outline them in confidence so that appropriate arrangements can be made before and during the interview. Where a disability has been declared, interviews with potential students and staff will include an assessment of the applicant's expectations and needs, together with an assessment of whether Trafalgar's facilities and resources are sufficient to meet those needs. Where adjustments to the school's environment are required, Trafalgar will make every effort to respond, provided this may be achieved within reasonable constraints; for example, Trafalgar will assist students and staff with the acquisition, use and storage of special equipment. Every reasonable effort will be

made to enable staff who become disabled while employed at Trafalgar to remain within its employment within WSCC guidelines.

Teaching and learning

Trafalgar employs teaching and learning strategies which make learning as inclusive as possible and makes adjustments to accommodate disabled students' individual needs.

Assessment, practices and procedures are designed to enable **all** pupils with opportunities to demonstrate their ability.

Where appropriate, specialist training is provided for teachers and teaching assistants of disabled students to ensure they have the knowledge and expertise to provide adequate support.

Career development (staff)

All employees have equal rights to training, promotion and other aspects of career development. Special employment needs will not be used to justify a failure to promote or train any employee. Trafalgar undertakes that all the training and staff development it provides will be fully accessible to all, including venues and materials. All staff will be asked annually during performance management, if their needs have changed to ensure their development needs are met.

Physical accommodation

Trafalgar is committed to making its site accessible; where necessary. The school has two disabled parking bays and disabled toilet facilities. This facilitates lettings and access to disabled contractors. Improvements to the building and the curriculum are outlined in the school's accessibility policy.

Monitoring and evaluation

Trafalgar regularly monitors and evaluates the effectiveness of all aspects of its equality and diversity policies.

Complaints

Any member of the Trafalgar community, who wishes to complain that a person has been disadvantaged or treated unfairly because of a disability, should follow Trafalgar's Complaints Procedure or Grievance Procedures (staff)

See also;

Linked policies

- Admissions procedure (website)
- Complaints procedure
- Equal Opportunities & Racial Equalities
- Data Protection procedures
- PHSCE policy
- Special Needs
- Health and Safety

Senior Member of Staff Responsible

Miss F Hickie
Headteacher

Designated member of staff.

Mrs C Edgal
Inclusion Coordinator/SENCO

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Useful contacts

The Disability Rights Commission www.drc-gb.org