



ACCESSIBILITY AND DISABILITY EQUALITY

Rationale

We believe that we work hard to ensure that the culture and ethos of this school are such that, whatever the abilities and needs of members of the school community, everyone is equally valued and treated one another with respect. This school provides pupils with the opportunity to experience, understand and value diversity.

It is the aim of Littlemoor Primary School to do all that is reasonably possible to ensure that the school's facilities, services, culture, policies and procedures are made accessible to pupils, staff members and visitors who have disabilities, and to comply with our moral and legal responsibilities under the Equality Act (2010)

NB: A person is defined as having a disability if they have a physical or mental impairment, which has a "substantial and long-term adverse effect" on their ability to carry out normal day-to-day activity (Equality Act 2010)

We are committed to providing a fully accessible environment which values and includes all pupils, school personnel, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We are committed to challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion.

Purpose

- To ensure that all school personnel with disabilities are treated fairly in regard to recruitment, performance management, promotion, staff development, teaching environment and access to the school premises.
- To reduce and eliminate barriers to access the curriculum and to have full participation in the school community for pupils, prospective pupils and our adult users with a disability.
- To work with other schools to share good practice in order to improve this policy.

Broad Guidelines

- The Governing Body has delegated powers and responsibilities to the Headteacher to ensure all school personnel and stakeholders are aware of and comply with this policy;
- The Governing Body will work with parents to ensure the full needs of each individual child are met as we value parents' knowledge of their child's disability and its effect on their ability to carry out normal activities; The school will respect the child's and parents' right to confidentiality;
- The school will provide all pupils with a broad and balanced curriculum which is differentiated and adjusted to meet the needs of individual pupils and their preferred learning styles;
- Ongoing awareness raising and training for school personnel and governors in the matter of disability discrimination will be available.
- The Senior Leadership Team will: provide resources to support this policy; monitor the progress and development of this policy; assess the impact of this policy.
- School personnel will: comply with all aspects of this policy; implement the school's equalities policy and schemes; report and deal with all incidents of discrimination; attend appropriate training sessions on equality; report any concerns they have on any aspect of the school community.
- Pupils will: listen carefully to all instructions given by the teacher; ask for further help if they do not understand; treat others, their work and equipment with respect; liaise with the school council; take part in questionnaires and surveys.
- Parents/carers will: be asked to take part in periodic surveys conducted by the school.
- All school personnel will have equal chances of training, career development and promotion.
- Periodic training will be organised for all school personnel so that they are kept up to date with new information and guidelines concerning equal opportunities.
- The school's Special Educational Needs School Offer encompasses some of the principles within this policy, the school offer will be updated annually and published on the school website.

Conclusion

We are proud of our ethos of support, collaboration and respect for one another. We strive to create a safe, caring environment for all our pupils to experience success, happiness and excellence. All school users will benefit from the school's disability equality scheme as it will allow them to take full benefit of the opportunities that this school offers.