

# Disability Policy

At Nightingale School, we are committed to ensuring equality of education and opportunity for disabled pupils, staff and all those receiving services from the school. We believe that diversity is a strength which should be respected and celebrated by all those who learn, teach and visit here.

## Aims:

*To promote equality of opportunity between disabled and other pupils.*

*To eliminate all discrimination but especially harassment of disabled people that is related to their disability.*

*To encourage participation in public life for disabled people.*

*To promote positive attitudes towards disabled people.*

The School has a legal duty to be non-discriminatory towards disabled pupils and to provide equal access and opportunity to the curriculum.

To ensure that this happens we will:

- Support the ethos of the School as a community which respects the rights of disabled pupils, to have equal access to the curriculum, extra-curricular and other services
- Equally value and encourage all children
- Foster positive attitudes towards disability within our community
- Notwithstanding the above, and the School's desire to enrich the lives of all our pupils by pursuing an inclusive policy towards all pupils which reflects the diversity of the outside world and our values, the School places equal importance on ensuring that no pupil's education and progress is impaired by the behaviour of another pupil
- Depends upon prospective pupil meeting the School's entry criteria to maintain and, if possible, to improve the educational and general standards for all its pupils, in keeping with the School's mission statement
- The School policy is to apply these criteria to all pupils and potential pupils, regardless of any disability of which it is made aware by parents. The School has a legal obligation to make reasonable adjustments not to put any disabled pupil or potential pupil at a substantial disadvantage compared with other pupils who are not disadvantaged because of disability
- Nightingale School requires parents to inform the School in respect of the disability of a prospective pupil in the relevant section of the application form
- In assessing any pupil or prospective pupil, the School may take such advice and require such assessments e.g., Educational Psychologist's report, and recommendations as it regards as appropriate

## Physical Access

Under the legislation we are not required to remove or alter physical features.

- The School is addressing these issues as part of the buildings development and refurbishment programme but some substantial improvements cannot be achieved by reasonable adjustments short of major alterations at prohibitive cost to the School
- The Accessibility Plan to meet the legal planning duties will seek to improve physical access within the constraints of local planning permission and the budgetary impact outlined above

## Education

- Staff will be made aware of pupils with Disability or Special Educational Needs (by the SENCO)
- Staff will continue to be made aware of strategies to make “reasonable adjustments” within the classroom so as not to place disabled pupils at a substantial disadvantage in accessing the curriculum.
- Staff will need to adapt their teaching to the learning patterns of all the pupils according to their abilities and needs. Such differentiation should be reflected planning.
- The implementation of reasonable adjustments to classroom management, teaching and expectations, should not prejudice the progress of any pupil.
- The School will provide auxiliary support such as a learning support assistant and auxiliary aids which will support the learning of pupils with disabilities.
- The School will provide equal access to all school activities for disabled pupils.
- Individual Risk Assessment and management strategies will be provided for disabled pupils engaged in school trips or visits
- Staff and pupils are to be made aware of disability and understand its effects and accept and support disabled pupils as part of School life (e.g. PSE, Assembly)
- Appropriate staff Inset will be provided on a regular basis to enhance understanding of disability, the need for making reasonable adjustments in compliance with our legal duties and to improve our educational provision
- The School’s Equal Opportunities Policy, Bullying Policy, Codes of Behaviour, pupil and staff handbooks, will be updated to reflect inclusiveness and the difficulties faced by disabled pupils, thereby improve understanding and integration

- The School will agree with parents appropriate regular means of communication with regard to the pupil's progress, behavioural issues and the effects of any medication

To achieve our aims, the school has produced this Disability Policy. A Committee will be established with a brief to:-

1. Review the School's Disability Policy and Accessibility Plan at least every three years.
2. Make recommendations with a view to improving the accessibility of its education to pupils or prospective pupils with disabilities by means of reasonable adjustments.

Please read the attached Disability equalities scheme.

Headteacher ..... Date .....

Chair of Governors ..... Date .....

Review Date .....