

1. Disability Equality and Accessibility Planning

A transition process takes place for those children moving into school, moving between classes and into secondary school and into Post 16 education. Arrangements are made for all children but additional arrangements are put in place for those children who have disabilities.

The School's commitment to disabled learners, their families and staff's equality has four objectives:

We will promote *equality* for disabled people by:

- removing barriers to accessibility, particularly in relation to education, employment and access to services, information and buildings;
- encouraging good practice by our partners through our advisory capacity;
- upholding the Social Model and our guiding principles in our role in procurement and in our partnership duties.

We will *tackle discrimination* against disabled people by:

- promoting positive images of disabled people;
- challenging patronising or discriminating attitudes;
- making the environment as safe as possible for and challenging antisocial or bullying behaviour against, or harassment of, disabled learners, staff and families.

We will *support* disabled learners to achieve their full potential by:

- providing where possible, support, assistance and care to disabled learners to enable them to lead independent lives;
- supporting the formation of groups, networks and services for disabled learners and disabled employees of the school and people who are disabled in the community;
- supporting disabled learners, staff and carers according to their individual need

We will *work in partnership* with disabled learners and their carers and staff by:

- enabling disabled learners, their families and disabled staff active participation;
- involving disabled learners, their families and disabled staff in the changes and improvements we make;
- consulting with disabled learners, their families and disabled staff on issues affecting them rather than with people acting on their behalf.

We welcome the requirements of the Disability Equality Duty and this section sets out our commitment to meeting the Duty.

When carrying out our functions, we will have due regard to the need to:

- promote equality of opportunity between disabled people and other people
- eliminate discrimination that is unlawful under the Disability Discrimination Act (1995)
- eliminate disability related harassment
- promote positive attitudes towards disabled people
- encourage participation of disabled people in public life

- take steps to meet disabled people's needs, even if this requires more favourable treatment
- monitor staff and learners by disability

Increase access to education for disabled pupils and staff by:

- Increasing the inclusion of positive images of disabled people across the curriculum.
- Improving the environment of the school to increase the ease with which disabled learners can navigate the school. We have:
 - Following discussion with a student and parents who has recently become a wheelchair user we have installed an additional chair lift to increase access to the Music subject area
 - Liaised with the LA on addressing the gradient of the central corridor ramp. These negotiations are ongoing in with feasibility studies continuing to be conducted
 - Reduced glare of sunlight in some classrooms that had made reading from the whiteboard difficult for all students, especially those with visual impairment.
 - Installed Evacusafe chairs at the top of each staircase to facilitate more timely evacuation of disabled staff and students. This solution was determined following discussions with disabled students, parents and staff.
 - Work directly with the Hearing Impairment Service to regularly assess and improve staff awareness as well as training to use specific technology.