



St. Ursula's E-ACT Academy

Disability Policy

Introduction

St Ursula's E-ACT Academy is committed to a fair and equal treatment of all individuals regardless of disability. The St Ursula's E-ACT Academy will welcome applications from people with disabilities to join the School community as learners and staff.

The School has been designed and built to have provision and accessibility for people with disabilities so that they may integrate fully into School life. The curriculum will be designed so that it may be delivered to provide flexible and equal access to all learners whether able bodied or disabled as far as is practicable within a mainstream educational establishment.

2 Aims

2.1 The aims of this statement are to ensure that:

- a applications for admission from all potential learners are considered in line with the published admission arrangements;
- b applications for employment are considered and assessed on the basis of the applicants' aptitudes, abilities and qualifications;
- c disabled staff and learners have access to the appropriate support and adaptations to enable them to be fully included in the life of the School;
- d the views of individual learners or staff are taken into account at all times when their requirements are being assessed;
- e all learners are fully integrated into the School and individual needs are assessed and supported as far as is practicable within a mainstream educational establishment;
- f staff working with disabled people, either as colleagues or as learners, have appropriate information, support and training;
- g the School takes steps to enable staff and learners who become disabled during their time at the School to continue in their chosen career or course of study as far as is practicable;
- h disabled members of the public can fully participate in public events held within the School;
- i so far as is reasonably practicable, the School's premises are accessible and safe for disabled people; and
- j no disabled learner or staff member is treated less favourably as a result of their disability.

3 Implementation

3.1 The Principal will be responsible for ensuring that staff and parents are made aware of this policy and that the Disability Code of Practice set out below is followed. (Throughout this policy, the term "parent/carer" means all those having parental responsibility for a child.)

3.2 The Principal will have overall responsibility for ensuring that this policy statement is implemented.

4 Disability Code of Practice

Environment

- 4.1 Any future building projects will be considered at the planning stage for accessibility and usability by people with disabilities.
- 4.2 Evacuation procedures and escape routes for learners and staff with disabilities will be carefully planned and publicised.

Learners

- 4.3 Applications will be considered in line with the published admission arrangements for all learners. An applicant's disability will not prevent him/her from being offered a place and integrated into the School unless:
 - a the content, structure and delivery of the curriculum are such that the learner would be prevented from fulfilling a major part of it; or
 - b the School would be unable to provide suitably trained staff or facilities to allow the requirements of the curriculum to be met.
- 4.4 The School will aim to provide learners who have a disability with the appropriate support to enable them to be fully integrated. The School will not treat a learner with a disability less favourably than any other learner and will make reasonable adjustments to ensure the full participation and integration of disabled learners.
- 4.5 As far as resources allow, the needs of disabled learners will be taken into account in the design, structure and flexibility of teaching methods and delivery. Where a curriculum area is organised in such a way that a disabled learner cannot fully participate, alternative provision will be made.
- 4.6 Learners with a disability or who become disabled whilst studying at the School will be given appropriate support from staff to enable them to have equal access to the curriculum. Individual needs will be considered and addressed by all curriculum areas in collaboration with the Principal and an Individual Education Plan drawn up on an annual basis.

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- 4.7 The School recognises that special arrangements may be required to enable learners with disabilities, including specific learning difficulties, to exhibit their capabilities and knowledge. Special arrangements will be made to enable such learners to perform to the best of their ability by meeting their individual needs. Learners and parents will be made fully aware of the process for making special arrangements for assessment by the Principal.

Staff

- 4.8 Wherever practicable, the School will:
- a consider and seek to employ disabled people in jobs suited to their aptitudes, abilities and qualifications in line with the Equality Act 2010.
 - b ensure that employees with disabilities are considered for promotion according to their aptitudes, abilities and qualifications.
 - c ensure that disabled employees are not disadvantaged when the renewal of fixed-term contracts is being considered.
- 4.9 Members of staff who become disabled, so far as is practicable, should continue to remain employed by the School at the discretion of the Principal and St Ursula's E-ACT Academy s Trust, dependant on their ability to carry out the duties of their post. Help from related professional organisations will be sought when considering not only the possible effects of the disability but also other consequential disadvantages, such as loss of status or financial loss.
- 4.10 The School will endeavour to make any reasonable adjustments to enable any such employee to continue in post. However, options might include:
- a. continuing in the same post;
 - b. a gradual return to work;
 - c. a reduction in hours;
 - d. redeployment;
 - e. premature retirement on grounds of incapacity;
 - f. termination of employment.
- 4.11 In cases where a disability is a degenerative, progressive condition that develops over time, careful consideration will be given to the selection of the most appropriate option(s).
- 4.12 The School will make reasonable changes to work practices and, where possible, the workplace to enable disabled people to work successfully, including those members of staff who become disabled whilst employed.
- 4.13 The School will ensure that a programme of training is offered to staff to increase their awareness of learners with disabilities and inform them of appropriate action to be taken when delivering the curriculum. Teaching assistants will support teaching staff as required to help ensure that disabled learners have equal access to the curriculum.

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5 Monitoring, Evaluation and Review

- 5.1 St Ursula's E-ACT Academy will review this policy at least every two years and assess its implementation and effectiveness.

This policy was ratified by the Local Governing Body on:

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This policy will be reviewed by:

.....(Date)

Lead Manager:

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