

ST PAULS CATHOLIC PRIMARY SCHOOL

DISABILITY POLICY

*Our school is a place of learning
a place of love.
In our school community, we walk in the steps of
St Paul as we come together in work and play.
May we celebrate God's love for us by following
Jesus Christ in the Spirit of joy,
peace
and understanding*

Introduction

As a Catholic School we strive to follow the example of Jesus who ensured that all people, whatever their needs were welcomed into God's family. We also wish to foster positive attitudes towards disability within our community

The Disability Discrimination Act (DDA) of 1995 aims to end discrimination against people with disabilities and to improve access in all areas of life. Since 2002, it has been unlawful for schools and Local Education Authorities to discriminate against pupils with disabilities in admissions and exclusions, in education, and in associated services.

1.3 From 1st October 2004 it is unlawful to discriminate against people with disabilities by preventing them from having access to premises. Along with all other public buildings, our school is required to make 'reasonable adjustments' to enable access.

Definition of 'disability'

In the context of the school disabled people includes disabled children, young people and adults, as pupils, employees, governors, parents and carers and other members of the wider community that might use school premises for leisure or other activities. The definition of disability covers a broad spectrum of impairments including:

- cancer
- diabetes
- epilepsy
- multiple sclerosis
- hearing or sight impairments
- mobility difficulties
- people with mental health conditions or learning difficulties/disabilities.

More information on the definition of disability is available at the Disability Rights Commission's (DRC) website.

Admissions

We welcome all children who can make the most of the opportunities that we offer and can flourish in the caring environment of St. Paul's School. Treating every child as an individual is important to us, and we welcome pupils with physical disabilities..

We advise parents of children with physical disabilities to discuss their child's requirements with the school before he or she is enrolled so that we can make adequate provision for him/her. Parents should provide a copy of a medical report to support their request, for example, for large print material or other special arrangements.

In School

Each pupil with a disability requires special consideration and treatment. If appropriate, reasonable adjustments will need to be put in place. We will discuss thoroughly with parents and their medical advisers the adjustments that can reasonably be made for their child before they have accepted the offer of a place and before he/she becomes a pupil at the school. We recognise that some disabled pupils may also require specialist support from our Learning Support Department, and we would normally discuss this issue with parents before their child enters the school. Copies of the school's SEN policy may be requested by any parent or prospective parent.

Considerable progress has been made to make the school more accessible e.g. two disabled toilets, a disabled platform lift, enlargement of materials for curriculum and tests etc. Training is given to staff for particular needs e.g. in recent years for diabetes, nut allergies and epilepsy.

We use teaching strategies to enhance learning and participation in a broad and balanced curriculum. We find ways in which all pupils can take part in sport, music and drama. We plan our out-of-school activities and school trips in such a way that pupils with disabilities can participate.

This school will liaise with specialists and advisory teachers to support individual pupils. Among these specialists are the following: physiotherapists, educational psychologists, speech therapists, doctors, the school nurse, social workers, and the staff of the voluntary and statutory agencies.

The Accessibility Plan covers the measures we have already taken, and are still taking, to improve our school

Staff

When advertising posts, or interviewing applicants, or deciding on appointments, the governors and staff will follow the necessary procedures, and will not discriminate against people with disabilities.

Should a member of staff become disabled, the governing body will make reasonable adjustments to that person's employment arrangements, or to the premises, in order to enable them to continue in post.

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

Evaluation and monitoring

The school will regularly evaluate its position in supporting those within its community with disabilities through its pupil and parent surveys and its regular monitoring of data. The Governors should be made aware of any discriminatory attitudes and actions within the school.

Policy reviewed March 2011 To be reviewed every three years or if legislation changes.