



Introduction

This document outlines Kelsey primary Schools vision for equality and support for all members of schools community, whether they have a disability or not.

Linked Policies

This policy should be read in conjunction with the following policies:

- Accessibility
- Attendance
- Homework
- Behaviour
- Child Protection
- Educational visits
- Equal Opportunity
- Health & Safety
- Inclusion
- Special Educational Needs
- Staff and Governors Code of Conduct

Aims

The disability and equality policy is designed to ensure that:

- Disabled pupils are not treated less favourably for a reason related to their disability;
- Reasonable adjustments for disabled pupils can be made, so they are not at a substantial disadvantage;
- Planning to increase access to education for disabled pupils takes place.
- The school actively promotes equality of opportunity for all members of the school community.

Statement of values

Kelsey Primary School is totally committed to promoting equality of opportunity for all members of the school community, be they pupils, parents or carers, staff, governors, volunteers or any other visitor or user of the school site.

We will never discriminate against a person or group and will seek to educate and imbue this statement of values in all members of the school community.

Disability and Equality Policy – Kelsey Primary School

Legal Framework

- SEN and Disability Act 2001
- Disability Discrimination Act 1995
- Disability Discrimination Act 2005
- National Curriculum Inclusion Statement

For the purpose of this document, people with disabilities, as defined by the *Disability Discrimination Act 2005* are as follows:

- Learning disabilities,
- Mental health conditions,
- Mobility impairments,
- Blind and partially-sighted people,
- Deaf and hearing-impaired people
- Progressive long-term health conditions.

Equality of Opportunity for all

The School Curriculum

Where possible disabled pupils are fully involved in the normal school curriculum, this includes access to P.E and practical subjects for most disabled pupils. These pupils also have extensive support from support assistants and in some cases external agencies, such as speech and language, visual and hearing impairment services.

Participation in SAT's is supported and appropriate arrangements requested in line with guidance to maximise access and achievement.

The School Environment

Kelsey Primary School is on one level allowing access for all students from various entry points. Parts of the school are separated by 1/2 steps but none are inaccessible. All new doors comply for disability access.

The school car park has direct access to the main entrance and a ramped access to the purple room. There is an accessible indoor toilet with wheelchair access. Due consideration of the needs of people with disabilities is given in the school's Health and safety policy and accessibility plan.

Extra-Curricular and Social Activities

All pupils are encouraged to take part in extra-curricular activities and events. Pupils with disabilities take an active role in many of these activities of their choice.

Staff organising school visits and trips must give due consideration to the needs of pupils and give all pupils the opportunity to take part, as detailed in the schools Educational Visits policy. Mobility and medical concerns must be considered when any visit or trip is planned and appropriate provision made.

Due consideration of the needs of people with disabilities is given in the school's Health and safety policy and accessibility plan.

Disability and Equality Policy – Kelsey Primary School

Preventing Discrimination

In accordance with the SEN and Disability Act 2001 and the Disability Discrimination Act 1995, Kelsey Primary School makes every effort not to discriminate against any student attending the school.

Access for all pupils to the curriculum, social activities and the school environment remove barriers to discrimination for those pupils with disabilities. Even when pupils are unable to access the normal curriculum, or social activities, alternatives will be developed so that these pupils do not feel excluded.

Support is timetabled to meet the needs and disabilities of pupils and a practical approach given to the learning environment accommodating their needs.

The school also operates in accordance with the Disability Discrimination Act 1995 and Lincolnshire County Councils Equal Opportunity policy when recruiting staff, so as not to discriminate against the employment of adults with disabilities.

Preventing Harassment

Kelsey Primary School makes every effort to eliminate harassment of any member of the school community. The school recognises that pupils with disabilities are particularly vulnerable to harassment and bullying from their peers.

Pastoral support in the school is provided to all children by all staff, with particular focus from the Learning Support Assistants, Peer Mediators and Buddies.

The pastoral systems within the school operate procedures to deal with incidents of harassment and bullying, in accordance with the schools behaviour policy and child protection policy.

All incidents of harassment and bullying are treated seriously and the recipient is supported fully. Measures are instigated to prevent further occurrences of this kind of behaviour. Support is also offered to the student(s) instigating harassment and bullying.

Harassment by staff, directed towards pupils or other members of staff, is treated very seriously and will be investigated in accordance with the school disciplinary procedures and Staff Code of Conduct.

Promoting Positive Attitudes towards Equality

The promotion of a positive attitude towards all people is central to the schools inclusive ethos. Wherever possible the school promotes this attitude to all its stakeholders.

All pupils (with disabilities or not) are members of a class and share lessons with non-disabled pupils. This inclusive ethos not only enhances the school experience for the disabled student, but also helps challenge discrimination and prejudice towards those pupils from their peers, creating a community that is caring and respectful towards all its members.

The PSHE and Citizenship curriculum and the national SEAL initiative are used to promote the understanding of disabilities in the school. Staff working directly with pupils with disabilities, are given information and training on how best to support those pupils. For the more unusual or profound disabilities external specialists maybe be asked to advise and guide staff.

Disability and Equality Policy – Kelsey Primary School

Policy Information:

Date adopted by the governing body: May 2016
Policy Written by: Magnus Smedley (Headteacher)
Policy Review Date: May 2021

Signed:

Chair of governors:

Headteacher:
