

The Swan School Policy – Disability statement (students)

Aims:	<ul style="list-style-type: none"> ● To promote disability equality and eliminate discrimination ● To eliminate harassment and bullying of disabled people ● To promote positive attitude towards disabled people ● To encourage participation by disabled people ● To take steps to meet disabled people`s needs ● To make written information accessible to people in a range of different ways ● To make reasonable adjustments at every level of the Academy ● To be fair and encourage disabled people to participate in all aspects in education and ensure that they are not discriminated against <p><i>This will be achieved by:</i></p> <ul style="list-style-type: none"> ● Creating and reinforcing a culture where all are welcome and diversity is celebrated. ● Discrimination challenged by everyone in the school.
Targets/ Outcomes	<ul style="list-style-type: none"> ● All students, regardless of physical or mental impairment, achieve high standard of progress and attainment ● There are no significant differences in attainment between disabled and non disabled students ● All children are fully able to access all aspects of school life.
Definition:	The Disability Discrimination Act defines a disabled person as someone who has: <i>‘A physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.’</i>
Roles and Responsibilities:	
Students will:	<ul style="list-style-type: none"> ● Report all incidents of bullying against disabled people ● Offer support to anyone they see requiring help ● Disabled students will identify and report issues that prevent them from fully accessing the school buildings or curriculum.
All staff will:	<ul style="list-style-type: none"> ● Actively demonstrate that they are committed to stopping discrimination against disabled people by modelling positive behaviour and support to students ● Ensure that their own interactions are clear and firm so as to be easily understood by all. ● Understand and teach students that ‘disability’ refers to a learning disability as well as physical disabilities - not all disabilities are visible ● Take time, be patient and encourage disabled students to participate ● Strive to develop an atmosphere of trust and respect where students feel their concerns can be raised and taken seriously ● Challenge all discrimination, completing referrals where appropriate ● Make equipment and written information accessible for disabled students ● Ensure access is not restricted
In addition teaching staff and form tutors will:	<ul style="list-style-type: none"> ● Address disability and equality related issues through their teaching and tutoring ● Find ways to engage their students in meaningful dialogue about disabled people and ensure all students are aware of where to go / what to do if they are discriminated against or see someone who is being discriminated against because of their disability ● Follow-up all incidents of harassment and bullying involving the students they have responsibility for ● Support those students identified as needing help and support to understand their own needs
Parents and carers will:	<ul style="list-style-type: none"> ● Inform the school if their child has a disability ● Support the school by participating in parent and carer`s consultation ● Always contact the school if they have a concern about discrimination ● Reinforce messages about tolerance and celebrating diversity at home
SLT will:	<ul style="list-style-type: none"> ● Support staff in training and following procedures on the Disability Discrimination Act ● Lead on creating a culture where all are welcome and diversity is celebrated, for example through weekly assemblies and daily reflections. ● Review the premises with the school business manager, and curriculum plans with subject leaders, to ensure that they are accessible to people with disabilities.
Related Docs:	SEN Policy, Equality and Diversity Policy, SEN Code of Practice

Monitoring Date:	Monitored By:	Full Review Due:	Review By: