

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: