

# Hemington Primary School



## Disability and Equality Policy 2024 to 2027 (linked to the Hemington Accessibility Plan)

Approved by:	Governors	Date:
Last reviewed on:	September 2024	
Next review due by:	September 2027	

## **Introduction to Policy**

This document is a statement of the aims, principles and strategies for Disability Equality at Hemington Primary School. The policy takes account of current legislation.

This Policy should be read with reference to the school's aims, and its implementation should reflect those aims. This policy is available to parents/carers and any other interested parties who may request a copy.

## **Definition**

The Disability and Discrimination Act (1995) states that "a person suffers from a disability if he or she has a physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out day-to-day activities." Physical and mental impairment can include sensory impairment (e.g. hearing and sight) and learning difficulties.

The definition also covers certain medical conditions which may have a long-term or substantial effect on a person's everyday life.

Disability is not the same as special educational needs, and not all children, young people and adults deemed as having a disability have special educational needs and vice versa.

## **Aim of the Disability Equality Policy**

Hemington Primary School is committed to ensuring equality of education and opportunities for disabled children, staff and all those receiving services from the school. We seek to remove the barriers to learning and participation that can hinder or exclude individual children, or groups of children and/or adults. Equality of opportunity is a reality for all children, young people and adults.

## **Provision for Disabled Equality**

The Disability Discrimination Act 2005 places a general duty on schools to have regard for:

- Promoting equality of opportunity between disabled people and other people
- Eliminating discrimination that is unlawful under the Disability Discrimination Act
- Eliminating harassment of disabled people that is related to their disability
- Promoting positive attitudes towards disabled people
- Encourage participation in public life for disabled people
- Taking steps to meet disabled people's needs, even if this requires more favourable treatment.

Hemington Primary School intends to develop a culture and practice of education and opportunity that will include all children and adults and focus resources and support to achieve this. To this end Hemington seeks to remove the barriers, and make reasonable adjustments to ensure all children, staff and the public are not disadvantaged.

Hemington endeavours to improve provision for disabled children and adults by developing the physical environment and curriculum within the confines of resources and monies available. This will include:

- Access to the school environment and building
- The learning environment to ensure inclusion and equality are promoted and disabled people are positively portrayed (software, images, and books)
- The curriculum to ensure it is inclusive and includes a variety of approaches and media to draw on different strengths and aptitudes of children and adults, and that issues such as equality, discrimination and disability etc are addressed
- The needs of pupils e.g. register of medical needs/SEND
- Communication strategies between children and adults and identify areas which can be developed e.g. use of visual prompts, visual timelines.
- The range of opportunities e.g. PE, sport, music, extra- curricular activities etc.
- The policy on administration of medication
- Ensuring disabled pupils have voice on school council

**The Hemington Accessibility Plan sets out measures undertaken and planned to improve equality of provision.**

Planning an inclusive curriculum means thinking about shaping the curriculum to match the needs and interests of the full range of learners.

At Hemington Primary School we use a variety of teaching and learning styles to meet the objectives of the curriculum and needs of the children. A range of extracurricular activities are available to children. These activities offer an opportunity to further extend their learning in a range of activities. Opportunities include a range of sporting, musical and extra-curricular clubs. Classroom assistants support children and to enable work to be matched to the needs of specific groups or individuals.

In the employment of staff, the governing body will not discriminate against people with disabilities. All members of staff are entitled to professional development and training and are expected to take full advantage of the programme of professional development.

Parents and other adults will be welcomed into school and their needs accommodated as best the school can.

## **Support for Children and Adults**

Hemington Primary School acknowledges that children and adults with disabilities may need extra support to ensure equality of access to education.

Hemington Primary School:

- Will provide opportunities for mentoring as individuals needs dictate
- Will treat children and adults with disabilities in a sensitive way, upholding confidentiality.
- Will follow procedures regarding equality of access
- Will ensure all staff respond appropriately and report concerns
- Will liaise with relevant colleagues, and other relevant agencies with the consent of concerned parties.

## **Monitoring Provision**

The Governing body will appoint a governor with responsibility for matters of disability discrimination. This governor will ensure the school regularly reviews its policy and practice. The Co-Heads have responsibility for implementing the school's disability discrimination policy on a daily basis, and ensuring staff are aware of its content and implications. Any issues regarding disability discrimination will be reported to the governing body.

## **Admission Arrangements**

Hemington Primary School's admission arrangements are administered in accordance with the guidance set out in the School's Admission Arrangements published by Leicestershire. A copy of the Admission Arrangements is available from Leicestershire Local Authority.

## **Involving Parents/ Carers**

Hemington Primary School welcomes the involvement of all parents/carers. The school encourages close links with parents/carers and sees them as equal partners in their child's learning and progress and strives to provide a good working relationship with them. We involve and inform parents/ carers by:

- Open door policy
- Consultation days/ evenings
- Telephone

- Home/ school diary if needed
- Review meetings
- Home school agreement
- Providing interpreters and making other reasonable adjustments for parents/ carers with disabilities.

### **Training for Staff**

Hemington Primary School regularly undertake training and development work and this is included in the school development plan. This is delivered and accessed in a variety of ways such as; whole school training delivered by designated staff or external professional staff; attendance at external networking and training events, in-school activities led by other key staff, and team teaching.

### **Sharing Experiences and Good Practice**

Hemington Primary School is part of a Leicestershire wide education community. Close links with neighbouring schools and nurseries within our area are also fostered, to encourage smooth transitions across key stages.

### **Equal Opportunities**

The governing body, Co-heads and staff are aware of the school's equal opportunities policy and its stand against discrimination, and ensure the policy is implemented with regard to children, young people and adults.

### **Health and Safety.**

Staff and children's health and safety will be a priority in all lessons. All activities and lessons will be undertaken in the light of the school's Health and Safety Policy.