

## Disability Policy

### 1 Aims and expectations

- 1.1 Noor ul Islam Primary School is committed to a policy of equal opportunities for disabled staff and students and aim to create an environment that enables them to participate as fully as possible. The object of the policy is to ensure that members of the school with disabilities have access to both facilities and a learning environment that is, wherever possible, comparable to that of their non-disabled peers. This policy recognises that disabled students and staff are integral members of the community. It takes as its starting point the premise that accessible and appropriate provision is not 'additional' but a core element of the overall service that the school makes available. The broad policy aims are based on the Equality Act 2010 and the Special Educational Needs and Disability Act Code of Practice 2014.

### 2 Responsibility

- 2.1 All staff of the Noor ul Islam Primary School are expected to be aware of this policy and to treat disabled people, whether students, staff or members of the public, in accordance with these provisions. In particular, the Headteacher and others in management positions will be responsible for ensuring that the policy and legal framework are being implemented in their area.

### 3 Definition of Disability

- 3.1 'A person has a disability if he or she has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.'. Disability covers a wide range of physical and mental impairments including physical and mobility difficulties, hearing impairments, visual impairments, specific learning difficulties including dyslexia, medical conditions and mental health problems.

### 4 Policies, Procedures, and Activities

- 4.1 Noor ul Islam Primary School will endeavour to ensure that students and staff with disabilities will have access to a range of support services, appropriate to their needs that are available to their non-disabled peers. Where existing services cannot be made available, the school will endeavour to make available reasonable, alternative services and arrangements.

### 5 Teaching and Learning

- 5.1 Noor ul Islam Primary School should ensure that consideration of the requirements of disabled students is dealt with prior to admission.
- 5.2 Teachers and other members of staff need to plan and employ teaching and learning strategies, which make the delivery of the lesson as inclusive as is reasonably possible and, where appropriate and reasonable, allow adaptation to accommodate disabled students' individual requirements.
- 5.3 Noor ul Islam Primary School, where practically possible will ensure pupils and staff with a disability are not treated less favourably.
- 5.4 There are practical constraints in the school building that would justify less favourable treatment. Class on the first floor have access via two stair cases. Children with a physical disability would have trouble

going to the first floor. The Headteacher will ensure that physical constraints are made clear to parents of children with disabilities prior to admission.

- 5.5** The school's accessibility plan is reviewed at least once a year by the Head Teacher and the governors to detail what the school is doing to improve accessibility.

## **6 Staff**

- 6.1** The Equality Act 2010 makes it unlawful for the school to discriminate, in the field of employment, against a disabled person for a reason that relates to the person's disability, if that treatment cannot be justified. This applies not only to recruitment but also to all areas of employment.

## **7 Monitoring and evaluation**

- 7.1** Noor ul Islam Primary School will monitor the admissions and nature of impairment of disabled students. The school will operate systems to monitor and review the effectiveness of provision for students and staff with disabilities, evaluate progress and identify opportunities for enhancement.

## **8 Complaints**

- 8.1** Noor ul Islam Primary School has in place policies and procedures to deal with complaints.

## **9 Review**

- 9.1** The governing body reviews this policy every year. The governors may, however, review the policy earlier than this, if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.