



Southcote Primary School

Disability & Equality Policy

At Southcote Primary, we are committed to giving all our pupils every opportunity to achieve the highest standards in an inclusive school. Regardless of age, gender, disability, ethnicity, attainment or background, we ensure the learning, participation and equal opportunities of all children and adults in all aspects of school life. This includes supporting children with Special Educational Needs, ensuring physical access and social inclusion for all as well as meeting the needs of vulnerable and minority groups. We will not accept discrimination against any member of the school community- pupils, staff, parents, contractors or visitors.

Full account has been given to disabled people using our new school buildings. This includes ramps for wheelchair access, disabled parking spaces, toilet facilities for the disabled, clear signage as well as consideration of provision for those with visual or hearing impairment.

Pupils with disabilities are always encouraged to take part in the full range of school activities, e.g. sports day, the swimming gala, school trips, after school clubs, productions etc.

In-service training of staff is achieved through external and in-house courses to meet the needs of individuals e.g. teaching pupils who are visually impaired or who have aspergers.

The Headteacher and members of the Senior leadership team work closely with the Governors to ensure full implementation of our Discrimination Equality Statement (DES) and address issues highlighted in the Action Plan.

AIMS

- To provide an inclusive learning environment, ensuring physical access for all.
- To offer an inclusive, accessible curriculum for all, recognising different learning needs.

- To work in partnership with parents and carers, maintaining and developing positive relationships and good communication, engaging them in our shared purpose.
- To ascertain the needs of the disabled within our school community, seeking the opinions of the individual pupil, their principal carer as well as the views of other stakeholders.
- To inform planning by taking into consideration the views and opinions of all stakeholders, to ensure full access to the life of the school.
- To maintain regular audits of the school and all it offers, removing any barriers to learning and participation.
- To continue to work as an equal opportunity employer, selecting staff on their merit and suitability for the post.
- To provide a workplace and learning environment where staff and students are treated with dignity and respect
- To ensure appropriate provision is in place for any disabled pupil or staff member, seeking out relevant information prior to them joining our school.
- To improve knowledge and understanding of disabilities amongst all members of our school community

The school continually reviews all pupils in terms of achievement, attendance, behaviour, participation in trips and after school activities, ensuring the needs are met of those with a disability and/or special educational need.

The Discrimination Equality Statement (DES) is reviewed annually, collating and analysing data and monitoring targets in the Action Plan.

Signed	L Telling
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Date	8th May 2012
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Review Date	8th May 2014
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