

**Holy Souls Catholic Primary School**  
**Disability Non-Discrimination Policy Statement**

**Introduction**

Our school values the individuality of all our pupils, staff and parents. We endorse and accept the aims and objectives of the Disability Discrimination Act 1995 Part 4 (DDA) Code

of Practice for schools.

The Disability Discrimination Act 1995 aims to end discrimination against people with disabilities and to improve access in all areas of life. Since 2002, it has been unlawful for

schools and Local Education Authorities to discriminate against pupils with disabilities in admissions, exclusions, and in education and associated services these are referred to as the 'Planning Duties'.

This policy statement is not intended to replace statutory guidance for schools (Code of Practice) but rather to encapsulate the key features and practice required.

From 1st October 2004 it is unlawful to discriminate against people with disabilities by preventing them from having access to premises. Our school is required to make 'reasonable

adjustments' to enable access.

Schools are required to develop an Accessibility Plan. Our Accessibility Plan details the changes required to our buildings and to other aspects of our school, so that we fulfil our legal requirements, and remove barriers to inclusion for all pupils and staff with disabilities. The Accessibility Plan also covers the measures we have already taken, and are still taking, to improve our school. We will improve provision for disabled pupils and staff by developing the physical environment of the school, within the limits of the resources available.

**Definitions**

The Disability and Discrimination Act 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 or mental impairments can include sensory impairments (such as those affecting sight and hearing) and learning difficulties. The definition also covers certain medical conditions when they have a long term and substantial effect on pupils' everyday lives.

Disability is not the same as special educational needs: not all children who are defined as

having a disability have special educational needs, and vice versa.

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**Aims**

- Our school aims to be an inclusive school in respect of pupils, staff, parents and visitors
- We actively seek to remove the barriers to learning and participation that disadvantage individual pupils or groups of pupils.
- We will work to ensure that all pupils have the same opportunities to benefit from a broad, balanced and relevant curriculum.
- We are determined that pupils with a disability will not in principle be treated less favourably as a result of their disability.
- We will make all reasonable adjustments to ensure that a pupil or member of staff with disabilities is not disadvantaged.
- We will endeavour to anticipate the needs of pupils, staff or parents before they join the school.

**Reasonable adjustments**

The school must make reasonable adjustments to ensure that pupils, members of staff and parents are not disadvantaged.

There are two exceptions to the reasonable adjustments that the school has to make:

- The provision of auxiliary aids or services
- Removal or alteration of physical features

A reasonable adjustment is defined as being 'any action that helps to alleviate a substantial

disadvantage'. Examples may include :

- adapting the curriculum, electronic or other materials, or the delivery of teaching
- providing additional services such as a sign language interpreter or materials in Braille
- training staff to work with disabled people and to provide appropriate adjustments
- providing information for all staff, including supply staff, working with the pupil.
- Ensuring that all staff understand the need for confidentiality.

**Policy into Practice**

The Disability Discrimination Act refers to the Governing Body as the 'responsible body'. The responsible body is liable for the actions of the school as a whole.

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The Headteacher will ensure that all members of staff are aware of their responsibilities to all pupils without exception.

All staff are committed to the policy of not discriminating against pupils, parents or staff with disabilities.

Parents or carers are asked to keep the school informed about any relevant issues, so that we can work towards resolving them.

**Monitoring and Review**

We will monitor:

- Admissions
- Exclusions
- Education and associated services

Evaluations based on this data are reported to the Governing Body on an annual basis.

The Headteacher implements the school's disability non-discrimination policy on a day-to-day basis.