

## **Disability Discrimination Policy**

### **General:**

**The headteacher will be responsible in ensuring that this policy is implemented.**

We wish to work towards promoting full participation for the disabled in all aspects of the academic and social life of the academy. We have initiated an ongoing process of reviewing and developing our policy and practices for promoting full inclusion for pupils and staff with disabilities.

We are committed to the systematic review and improvement of physical access across all of our sites. Where physical or sensory barriers limit access to services we will endeavour to provide the service through an alternative means.

We wish to work towards offering disabled users access to the same range of support services as are available to their non-disabled peers.

All facilities and equipment will be made as accessible as possible within the constraints of the academy.

We wish to work towards a selection policy (both staff and pupils) that is equitable.

### **Staff Training:**

Induction and other relevant training programmes will include disability awareness/equality and training in specific services and support.

We will monitor the effectiveness of our provision for disabled users, identify opportunities for enhancement and ensure modification of practice as necessary.

The policy for emergency evacuation will be reviewed to ensure appropriate coverage.

To be updated September 2017