



Disability and Non-discrimination Policy

The Mount School values the individuality of all of our children. We are committed to giving all of our children every opportunity to achieve the highest of standards, which is also recognized in our Equal Opportunities Policy. Our approach helps to ensure that this school promotes the individuality of all our children, irrespective of ethnicity, religion, attainment, age, disability, gender or background.

We do this by taking account of pupils' varied life experiences and needs. We offer a broad and balanced curriculum, and have high expectations for all children. The achievements, attitudes and well-being of all our children matters.

The Disability Discrimination Act (DDA) of 1995 (amended 2005) aims to end discrimination against people with disabilities and to improve access in all areas of life. It is unlawful for schools and Local Education Authorities to discriminate against pupils with disabilities in admissions and exclusions, in education and in associated services. It is unlawful to discriminate against people with disabilities by preventing them from having access to premises.

The Disability 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 staff and pupils' everyday lives.

We are required to make 'reasonable adjustments' to enable access to our school and the development 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.

Our school aims to be an inclusive school. We actively seek to remove the barriers to learning and participation that can hinder or exclude individual staff, pupils or groups of people. This means that equality of opportunity must be a reality for all our community and this of course includes pupils with disabilities. The school must make reasonable adjustments to ensure that pupils, parents and members of staff are not disadvantaged.

- We will make all reasonable adjustments to ensure that a pupil or member of staff with disabilities is not placed at a disadvantage.

- We will do our best to anticipate the needs of a pupil or staff member with disabilities before he or she joins the school.
- We will ensure that pupils with disabilities have the same opportunities as non-disabled pupils to benefit from the education our school provides.
- We will not treat a staff member or pupil with a disability less favourably than others because of the nature of his or her disability.
- We will promote positive attitudes towards disabled people.
- We will encourage participation by any disabled member of the school community in school life.

We will endeavour to improve provision for disabled pupils, parents and staff by developing the physical environment of the school, within the limits of its early Victorian design, multi storey layout, planning regulations (Conservation Area) and the resources available.

- We have wheelchair access or other form of adapted access to the ground floor (approximately 1.2 metres above ground level).
- We would consider transferring upper forms to the ground floor to ease access to facilities for individual children.
- We have one ground floor toilet for disabled pupils, staff and visitors.
- Railings and hand-rails are fitted on all steps and stairways.

The school regularly reviews the way resources are matched to the needs of all our community. If necessary, to improve our provision, adjustments will be made to classroom organisation, the deployment of support staff, timetabling and staff training.

We seek and respond to guidance from the parents and the children. Many of the adjustments we have made in the past and make on an ongoing basis are dependent upon individual needs, and we will continue to move towards more individualised approaches.

We take account of disabilities, be they the pupils' or their parents' eg communication with a parent who is visually impaired may need to be by telephone rather than by letter.

The senior management team is responsible for the school's duty not to discriminate.

The Head Teacher ensures that all members of staff are aware of their responsibilities to all pupils without exception. All members of staff are fully committed to the policy of not discriminating against pupils, parents or staff with disabilities. Parents and carers are asked to keep us informed about any relevant issues, so that we can work towards resolving them.

When advertising posts, or interviewing applicants, or deciding on appointments, the senior management team will follow the necessary procedures, and will not discriminate against people with disabilities.

Should a member of staff become disabled, the senior management team will make reasonable adjustments to that person's employment arrangements, or to the premises, in order to enable them to continue in post.

This school will liaise with specialists to support individual people.

The Head Teacher implements the school's disability non-discrimination policy on a day-to-day basis and ensures that all staff are aware of the details of the policy as it applies to them. The Head Teacher reports to the directors on matters regarding disability and discrimination.

The directors have responsibility for matters of disability discrimination.

Reviewed September 2018