

**Gawthorpe Community Academy
Disability Equality Scheme and Disability
Accessibility Plan for Pupils**

Date	Review Date	Coordinator	Nominated Governor
October 2017	October 2018	Pam Clark	Jo Mitchell

Introduction

The Governing Body of Gawthorpe Community Academy believes that we work hard to ensure that the culture and ethos of this academy are such that, whatever the abilities and needs of members of the academy community, everyone is equally valued and treat one another with respect. This academy provides pupils with the opportunity to experience, to understand and value diversity.

We have a duty to prohibit all forms of illegal discrimination against academy personnel, pupils, parents/carers, visitors and all users of the academy and not to treat disabled people less favourably than able people.

Definition

We believe a person has a disability if he or she has a physical or mental impairment and the impairment has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities. This means that in general the person must have an impairment that is either physical or mental; the impairment must have adverse effects which are substantial; the substantial adverse effects must be long-term; and the long-term substantial adverse effects must be effects on normal day-to-day activities.' (Equality Act 2010)

We have a duty to promote equality of opportunity, eliminate unlawful discrimination, eliminate disability related harassment, promote positive attitudes towards disabled people and encourage disabled people to participate in academy life.

We believe it is our duty to prepare and publish a disability equality scheme that will outline accessibility to the academy premises and its facilities, accessibility to the curriculum, accessibility of educational services, provision of training for academy personnel and pupils which result in improved outcomes for disabled pupils, parents/carers and academy personnel in all aspects of academy life.

We are proud of our ethos of support, collaboration and respect for one another. We strive to create a safe caring environment for all our pupils to experience success, happiness and excellence. All academy users will benefit from the disability equality scheme as it will allow them to take full benefit of the opportunities that this academy offers.

We have identified the following points of action as the main focus of the Disability Accessibility building and provision of information in other formats.

Aims of the Plan

- To ensure that all academy personnel with disabilities are treated fairly in regard to recruitment, performance management, promotion, staff development, teaching environment and access to the premises.
- To reduce and eliminate barriers to access the curriculum and to have full participation in the academy community for pupils, prospective pupils and our adult users with a disability.

Roles and Responsibilities

Role of the Governing Body - the Governing Body has:

- Delegated powers and responsibilities to the Curriculum Committee;
- Delegated powers and responsibilities to the Principal to ensure all academy personnel and visitors to the academy are aware of and comply with this policy;
- Responsibility for ensuring funding is in place to support this policy;
- Responsibility for ensuring policies are made available to parents;
- Nominated a link governor to visit the academy regularly, to liaise with the Principal and to report back to the Governing Body;
- Responsibility for the effective implementation, monitoring and evaluation of this policy.

Role of the Principal - the Principal will:

- Work closely with the Curriculum Committee;
- Oversee the implementation of the policy, Scheme and Plan;
- Ensure all academy personnel, pupils and parents are aware of and comply with this policy;
- Report to the Governing Body on the procedures in place for academy personnel with disabilities;
- Inform the Governing Body on the training programme for academy personnel;
- Monitor the effectiveness of this policy;
- Monitor the effectiveness of the Disability Accessibility Plan for Pupils;
- Annually report to the Governing Body on the success and development of this policy.

Role of the Curriculum Committee

The Curriculum Committee will fully integrate disabled people into this academy by:

- Undertaking a needs analysis that will identify what improvements to the academy building plus other issues that need to be taken into account;
- Identifying what needs to be done to increase the extent to which disabled pupils can fully participate in the curriculum that the academy provides;
- Identifying what needs to be done to improve the physical environment of the academy that will increase the extent to which disabled people can have access to the education and other services that this academy offers;
- Identifying what needs to be done to improve communicating written information to disabled people;
- Helping pupils to recognise, understand and learn how to treat people with disabilities by:
 - Identifying different kinds of disabilities;
 - Visualising what it might feel like to be disabled;
 - Supporting and interacting with disabled people;
 - Empathising.
- Ensuring good lines of communication are in place with parents namely:
 - Newsletters;
 - Regular information letters;
 - Website / VLE;
 - Annual pupil reports;
 - Termly parent-teacher consultations;
 - Curriculum evenings;
 - PTA events.
- Identifying what needs to be done to improve our programme of extra-curricular activities that will be to the benefit of our disabled pupils;
- Identifying what needs to be done to improve our provision of courses for adults and families who have particular needs in the community;
- Identifying the training needs of academy personnel;
- Annually review this policy and the Disability Accessibility Plan.

Role of Academy Personnel

Academy personnel will:

- Comply with all the afore mentioned aspects of this policy;
- Attend the appropriate training programme.

Role of Pupils

- Pupils will be aware of and comply with this policy.

Role of Parents - Parents will:

- Be made aware of this policy;
- Work closely with the academy.

Monitoring the Effectiveness of the Policy

Annually the effectiveness of this policy will be reviewed, or when the need arises, and the necessary recommendations for improvement will be made to the Governing Body.

Principal:		Date:	
Chair of Governing Body:		Date:	