



DDA Policy

Name of School	Petersgate Infant School
Date of review	January 2024
Date of next review	January 2025
Reviewed by	Wendy Mitchell Headteacher

School Vision

"for all children to grow into responsible, caring individuals who actively and positively contribute to the community."

At Petersgate Infant School, our vision outlined above is strengthened by our values of safety, caring, achievement, resilience and friendship. These values symbolise warmth, community and cohesion to ensure we are "working together to achieve our best".

As a school, we can apply these values through the following aims:

Aims

- Ensuring everyone stays healthy and safe.
- Ensuring everyone feels valued and has a sense of belonging.
- Providing a high quality learning environment.
- Helping everyone enjoy learning and achieving their best.
- Nurturing and developing the whole child.
- Ensuring everyone makes a positive contribution to the school and wider community.

Safeguarding at Petersgate Infant School is carried out in line with the statutory guidance in 'Keeping Children Safe in Education' published by the Department for Education.

Introduction

At Petersgate Infant School we aim to provide equality of opportunity for all children, staff and those receiving services from the school whatever their age, ability, gender, race, religion, background or disability.

The Disability Discrimination Act 1995 defines a disabled person as someone who has a physical or mental impairment which has a substantial and long term adverse effect on his or her ability to carry out normal day to day activities. This may affect mobility, manual dexterity, physical coordination, continence, ability to lift, carry or otherwise move everyday objects, speech, hearing or eyesight, memory or ability to concentrate, learn or understand and perception of the risk of physical danger.

It is unlawful to discriminate against an individual for reasons relating to their physical or mental disability. Under the Equality Act, a person is considered to have a disability if the impairment has a substantial and long-term effect on the person's ability to carry out normal day-to-day activities (without specifying what those activities might be). The Act also puts a responsibility on schools to make reasonable adjustments to recruitment processes, working conditions or the workplace where that would help to accommodate a particular person who has a disability. (Headteachers and Governing Bodies are strongly encouraged to seek advice on whether particular cases are covered by the Act).

Disability discrimination is covered by the Equality Act, relating to both employment and service provision. Many of the concepts are similar and parallel to those contained in other discrimination legislation. Direct discrimination against disabled people is unlawful. Employers are required to make reasonable adjustments to working conditions, the working environment, or terms and conditions of employment to help overcome practical difficulties created by a particular disability. Employers may be able to justify less favourable treatment of people with a disability in specified circumstances, such as lack of suitability combined with the impossibility of making a reasonable adjustment. However, Governing Bodies must seek advice in all such circumstances.

It is unlawful for schools to discriminate against disabled people, our policy supports this by:

- Promoting equality of opportunity for all disabled people.
- Ensuring the Governing Body are responsible for the implementation of the DDA duties through monitoring and tracking of this policy.
- Ensuring all staff are aware of how the duties should be implemented in their specific area of responsibility.
- Recognising the needs of all groups within the school and ensuring they have access to all areas of the school for their learning, welfare, equality and safety.
- Ensuring provision is planned to provide safe entry and exits from the building.
- Having high expectations for all children and monitoring the achievement of disabled pupils.
- Ensuring all plans are guided by Equalities Policy and the school's vision and values.
- Working with parents and consulting with all other stakeholders.

We aim to:

- Devise a three year action plan to develop the DDA aspects within the school which will include the accessibility plan.
- Anticipate the barriers that disabled pupils and adults may face and remove or minimise them before individuals are placed at a disadvantage.
- Ensure all pupils have access to all elements of the curriculum and inclusive teaching.
- Develop the physical environment to increase access to education and associated services at the school.
- Ensure disability access and exit from the building.
- Ensure suitable staff are trained for the moving of children with disabilities.
- Ensure that we eliminate discrimination and harassment in our employment practice.