

**Disability Equality Policy ( linked with Accessibility Plan)**

(Reviewed December 2020)

**Statement of Commitment**

The purpose of this policy statement is to outline the requirements of the Disability Equality duty detailed in the Disability Discrimination Act 2006.

This policy also has due regard for the Gateshead Council policy statement on Disability Equality and to Children’s Services Directorate accessibility strategy. The scope of this policy statement has regard for all members of the school community.

**Introduction**

The statement of commitment reflects the importance Bensham Grove Nursery School puts on the inclusion of all disabled members of the school community. The basic requirement for schools when carrying out their functions is to have due regard to do the following:

*Promote equality of opportunity between Disabled People and non-Disabled People.*

*Eliminate discrimination that is unlawful under the Disability Discrimination Act.*

*Eliminate harassment of Disabled People that is related to their impairment.*

*Promote positive attitudes towards Disabled People.*

*Encourage participation by Disabled People in public life.*

*Take steps to meet Disabled People’s needs, even if this requires more favourable treatment.*

The details of the scheme set out our school’s proposals to increase access to both the school building and the school curriculum for all of the disabled school community.

**Involvement of Disabled People within the School Community**

Central to our commitment to Disability Equality is our recognition of the need to engage with Disabled People.

We will continue to consult with our local disabled community to develop a strategy for involvement. We will ensure all consultations are planned, focussed and transparent and use accessible mechanisms for collecting responses.

Outcomes will be planned according to availability of resources taking into account Disabled Peoples priorities and will be encompassed within the school improvement plan.

**School Accessibility Plan**

This plan sets out the proposals of the Governing Body of the school to increase access to education for Disabled pupils. The strategy covers the three areas required by the planning duties in the DDA.

Increasing the extent to which disabled pupils can participate in the curriculum.

Improving the physical environment of schools to increase the extent to which disabled pupils can take advantage of education and associated services.

Improving the delivery to disabled pupils of information which is provided in writing for pupils who are not disabled.

**1. Starting Points:**

1a. At Bensham Grove Nursery School we aim to maximise inclusivity, improving the environment and improving the delivery of the curriculum to the disabled community.

1b. Bensham Grove Nursery School is committed to using a wide range of child and family information for improved accessibility and equality.

We will begin the process by consulting with our own school community and stakeholders. This consultation can then be extended as appropriate.

**2. The School Main Priorities.**

The school’s main priorities are to increase the extent to which disabled pupils can participate in all of the school’s activities and to ensure appropriate audits of the curriculum, buildings and out of school activities/visits are completed. The aim is to provide services where there is evidence, they make a difference and give value for money.

2a. Increase access to the curriculum through the development of staff expertise, ensuring specialist support is accessed where available.

2b. Improve the physical environment of the school to increase the extent to which disabled pupils can take advantage of education and extended services. Using Governing Body committee meetings to identify key areas of improvement where needed.

2c. Improve the delivery of information that is provided in writing ensuring a range of different formats and communication aids are used where necessary ensuring all information is accessible to everyone in our school community.

2d. These will all be actioned in our school improvement activity.

Support will be sought from local authority, voluntary agencies and charities to provide alternative communications where necessary.

**3. Making it Happen**

**Management, coordination and implementation**

At Bensham Grove Nursery School all staffs have a duty to work to this policy to ensure even greater inclusion of pupils with disabilities. Information collected will be co-ordinated by the Headteacher and brought to the Governing Body prior to being incorporated in the School Improvement Process. Action plans will be developed and monitored through the annual school improvement process.

All information contained in the School Improvement Plan is available to the school community on request.

Policy reviewed 3 years