



Exmouth  
Community  
College  
Academy Trust

## DISABILITY EQUALITY SCHEME AND ACCESSIBILITY PLAN

<b>Policy Details</b>	<b>Date</b>
Policy Written	Lyn Edwardson / Nick Smith
Policy Reviewed by Governors	Resources
Policy ratified by Governors	03.03.20
Review Cycle	Annual
Policy Review date	Spring 1 2021

# Disability Equality Scheme

This plan covers the period from January 2020 – January 2021

## Introduction

The Equality Act 2010 places a general duty on schools to:

- promote equality of opportunity between disabled people and other people
- eliminate discrimination that is unlawful
- eliminate harassment of disabled people that is related to their disability
- 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

## Definition of Disability

The Equality Act 2010 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'***.

The definition includes a wide range of impairments, including hidden impairments such as autism, speech and language impairments and long term conditions such as cancer and HIV.

## An Inclusive College

At Exmouth Community College we will improve access for disabled students by:

- improving access to the curriculum
- making improvements to the physical environment of the school to increase access
- making written information accessible to pupils in a range of different ways.

So far we have involved disabled students, staff, parents and governors in our development of this scheme. We would like to include representatives from local disability groups in future reviews.

We will use existing information and data to identify issues affecting disabled people. We will gather information sensitively and only ask for what is relevant.

## Joining the College

All disabled students / staff who are joining the College or moving between Key Stages undergo a thorough series of meetings with appropriate members of staff to assess any accessibility issues. Parents/carers are fully involved in the process. Outside agencies and other professionals are consulted as necessary.

Key members of staff will include:

- The Head of Key Stage, Deputy Principal or Assistant Principal
- The Head of Year
- The SENDCo
- The Premises Manager
- HR team (for Staff)

## **Information Gathering and Monitoring**

### **Students**

We use SIMS and/or Provision Mapper as our data management system for all students and details of physical disabilities are stored securely within the system. Students with a physical disability are indicated on the Special Educational Needs register as PD (Physical Disability). We also gather information from partner primary schools.

The College speaks regularly to students, parents and carers of disabled students and considers feedback from disabled parents, governors and visitors very seriously. A more formal system is being considered.

The College monitors the effects of its policies on the educational opportunities available to, and the achievements of, disabled students in the following ways:

- Monitoring Progress Reports of disabled students
- Full reports
- Parents' Evenings
- Annual reviews of students with an EHC Plan who have a physical disability
- Monitoring of students at K (School Support) on the SEN register who have a physical disability.
- Regular site inspections
- External reports (e.g OFSTED)
- Exam results

### **Staff**

Information on disabled staff is gathered at the application process and the staff are able to raise issues during the year with the Principal or the HR department.

Staff are made aware of the Disability Equality Scheme through staff meetings and its availability on the website.

The College monitors the effects of its policies on recruitment, development and retention of disabled employees in the following ways:

- Ensuring the accuracy of job descriptions in recruiting
- Using the application form to collect information on disabilities.
- Performance Management targets
- INSET applications

New policies and curriculum developments are assessed for their impact on disability equality. Existing policies will be reviewed for impact on disability equality as they are renewed. These policies are reviewed by the Governing Board on a rolling programme.

### **Parents**

The College has a well developed Pastoral System which parents value. Most information regarding parental disabilities is gathered through contact with Heads of Year and Heads of Key Stage.

### **Accessibility Plan**

Improvements to the site are made either in response to the needs of individuals or as a result of a regular review process in conjunction with the Facilities Manager. Teaching Assistants working with disabled students have all relevant keys to ensure access.

**The areas that have been reviewed are:**

Ramps, toileting facilities, outside areas, room layout, storage, fire exits, curriculum, resources, external doors and accessibility for motorised wheelchairs and scooters.

An automatic door has been installed at the entrance to Green Close Reception and there are now handrails for the internal and external steps.

**Monitoring Impact**

As part of the ongoing development of the scheme, an action plan will be compiled based on a review of the information gathered and the progress of previous plans.

Impact is monitored as part of normal College procedures. In the event of new students with a disability joining the College close monitoring by the SEND and pastoral teams are established to ensure students settle in well.

We will monitor and report on the Disability Equality Scheme every year and review it every three years.

**Action Plan for Jan 2020 - Jan 2021**

<b>What will be done?</b>	<b>Who is responsible?</b>	<b>When will it be done?</b>
Continue to monitor the achievement and progress of students with a disability	Ms L Edwardson	Termly after progress reports
Review of behaviour incidents to ensure elimination of unlawful discrimination.	Mr G Allen + Heads of Key Stage (Mr Turner)	Ongoing
Ensure existing information on staff is up to date.	Human Resources	Ongoing

Senior Members of Staff Responsible: Mr G Allen, Mr Nick Smith, Ms L Edwardson

Governors responsible: Mr P Wales, Ms A Stimson

Exmouth Community College is committed to the principle of equal opportunities regardless of a person's age, disability, gender reassignment, marital or civil partnership status, pregnancy, maternity status, race, religion or belief, sex or sexual orientation.

This policy is also compliant with General Data Protection Regulation.