



Hazelbeck Accessibility Policy

Updated September 2018

Ethos and Values

Hazelbeck School is committed to ensuring equality of education and opportunity for all - including students, staff and all those involved in the school community. We aim to develop a culture of inclusion and diversity in which people feel free to disclose their disability, are proud of their identity and are able to participate fully in school life.

We have high expectations of all our students and aim to offer inclusive teaching throughout the school. We make reasonable adjustments to ensure that the school environment is accessible for all of our children, their parents and carers.

At Hazelbeck School, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, work and visit here.

The Disability Equality Duty (DED)

Definition of disability

The Disability Discrimination Act 2005 (DDA) defines a disabled person as someone who has 'a physical or mental impairment which has a substantial or long-term adverse effect on his or her ability to carry out normal day-to-day activities'.

The DDA 2005 has also extended the definition of disability as follows:

- People with HIV, multiple sclerosis and cancer (although not all cancers) are deemed disabled before they experience the long-term and substantial adverse effect on their activities.
- Individuals with a mental illness no longer have to demonstrate that it is "clinically well-recognised", although the person must still demonstrate a long-term and substantial adverse effect on his/her ability to carry out normal day-to-day activities.

The Duty

The Disability Discrimination Act 2005 places a general duty on schools, which need to have due regard for the following when carrying out their functions:

- Promoting equality of opportunity between disabled people and other people;
- Eliminating discrimination that is unlawful under the DDA;

- Eliminating harassment of disabled people that is related to their disability;
- Promoting positive attitudes towards disabled people;
- Encouraging participation in public life by disabled people;
- Taking steps to meet disabled people's needs, even if this requires more favourable treatment.

This is also known as the Disability Equality Duty (DED) and applies to all disabled students, staff and those using services provided by schools.

Monitoring and Evaluation

To meet the Disability Equality Duty, it is essential that aspects of school life are monitored to identify whether there is an adverse impact on children and young people with disabilities. The scheme will be monitored annually.

Involvement and Consultation

Hazelbeck will continue to consult with disabled students, staff and service users in the development of our Disability Equality Scheme. We have discussed the scheme at multi agency meetings with representatives from Health (physiotherapists and wheel chair services staff) and Social Services representatives. Student voice is taken seriously and is welcomed.

Meeting the DED at Hazelbeck

Hazelbeck meets the DED through the following actions:

- Increase awareness of the ways in which parents of disabled children and young people can help to support their learning.
- Ensuring that staff are skilled in meeting the learning and medical needs of students.
- Regard for building accessibility, furniture, signage and resources, including ICT and sports equipment for students to achieve potential in place.
- Ensuring that the talents of disabled students are represented.
- The curriculum is differentiated to meet individual needs.
- Facilities are available for students with sensory impairments.
- Disabled parking is near the entrance.
- The school has hygiene rooms with facilities including hoist, changing table, shower and sluice.
- The admissions policy gives equal rights to all potential applications regardless of ability or disability.
- No student is excluded from school due to their disability or difficulties.
- The use of the school disabled minibus with tail lift to enable equal opportunities for our students in wheelchairs.

- Enrichment opportunities for students with profound and multiple needs
- Encouraging the participation in enrichment activities for all our learners
- Emergency and evacuation procedures are in place.
- A school health carer and first aiders are available throughout the day and on trips.
- Healthcare plans are circulated to all staff members.
- PSHCE programmes including assemblies highlighting cohesion and celebrating diversity.
- All students are treated equally and given equal opportunities to learn and achieve.
- Close links maintained between agencies in order to receive advice and support to students with SEND.
- Celebrate and promote key events such as the annual disability sports events.
- Close links with Transition service and Work Experience opportunities for all students in Year 12 and beyond.

Monitoring and reporting

It is the duty of the school to ensure that Hazelbeck continues to meet the Disability Equality Duty.

For further information, please contact:

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Other related policies include: Anti-bullying Policy; Administration of Medicine Policy; Evacuation Policy; Hydrotherapy Pool Evacuation; Manual Handling Policy; Campus SEN Policy