

# EQUAL OPPORTUNITY POLICY

Up-Dated May 2020

## STATEMENT OF INTENT

All our Students, Staff and visitors should feel valued, cared for, listened to and encouraged to challenge themselves to be the best they can.

It is our aim to reduce and eliminate barriers

Whilst we are aware that our building presents certain restrictions and constraints with regard to disability access, it is our aim to be as inclusive as possible and to comply with our moral and legal responsibilities under the Equality Act (2010).

### **Reference - Equality Act 2010.**

From 1 October 2010, the Equality Act replaced most of the Disability Discrimination Act (DDA). However, the Disability Equality Duty in the DDA continues to apply.

The Equality Act 2010 aims to protect disabled people and prevent disability discrimination. It provides legal rights for disabled people in the areas of:

Employment & Education

Access to goods, services and facilities

The Equality Act also provides rights for people not to be directly discriminated against or harassed because they have an association with a disabled person. This can apply to a carer or parent of a disabled person. In addition, people must not be directly discriminated against or harassed because they are wrongly perceived to be disabled.

NB: A person is defined as having a disability if they have a physical or mental impairment, which has a "substantial and long-term adverse effect" on their ability to carry out normal day-to-day activity

### **We recognise our responsibility to ensure that:**

Here, we outline how we will endeavour to promote disability equality for all disabled Students, Staff, Parents, and visitors to our site

We do not to treat disabled/ injured Students less favourably for a reason related to their disability/injury (whether temporary or lifelong);

We will make reasonable adjustments for disabled/ injured Students, so they are not at a substantial disadvantage;

We do not discriminate against anyone.

We do not allow any form of harassment of people with a disability/injury;

We will promote positive attitudes towards anyone living with a disability or injury

We do all that we can to remove barriers which may discourage disabled/ injured people from playing a full part in the life of our School & College;

We will encourage full participation by everyone in our school activities

## **Principles:**

Compliance with the above-mentioned legislation is consistent with the aims of our School & College.

## **Equal Opportunities Policies**

We recognise that it is unlawful to discriminate against a disabled/ injured Student by excluding him or her from the school for a reason related to the Student's impairment.

When recruiting staff, disabled people will not be discriminated against.

We recognise and value Parents' and Carers' knowledge of their child's disability/ injury and seek partnership and consultation.

## **Admissions**

Parents/Guardians of prospective Students must notify the School / College of any disabilities in advance of registration and must discuss with the School or College what adjustments could reasonably be made to accommodate their child / the Student. We may request a full report from a doctor or educational psychologist to help determine whether we can properly fulfil our legal and moral responsibilities to the child / Student and our contractual obligations to the Parents/Guardians.

In particular, the School / College will do all it reasonably can to ensure that the child / Student can, with reasonable adjustments, access our curriculum.

## **Existing Students**

We recognise that medical and psychological conditions can develop in existing Students which may require adjustments to be made to the way in which the curriculum is delivered.

Parents/Guardians must, as soon as possible, disclose to the School / College in confidence any known medical condition, health problem or allergy affecting an existing Student.

Where appropriate, the Directors will set up a consultation process so that interim measures can be put in place to support the Student and that longer term requirements may be determined. The School / College will, to the best of its ability, make such adjustments as are reasonably practicable to allow a Student to continue with their Course(s)

## **Learning Difficulties**

We shall do all that is reasonably possible to detect and deal appropriately with a learning difficulty, which amounts to a 'special educational need'.

It will be the responsibility of the Parent/Guardian to arrange any formal assessments, and we can hopefully help with this process by recommending specialist help if requested.

## **Withdrawal of a Pupil**

If, following the process of consultation and the making of all reasonable adjustments, it is the professional judgement of the Directors the School/ College cannot provide adequately for the Student's disability or special educational needs, Parents/Guardians will be asked to withdraw the Student.

## **Prospective Staff Members**

Prospective Staff members must notify us of any disabilities as part of their application and must discuss what adjustments could reasonably be made to accommodate them should they be employed. We may request a full report from a doctor to help determine whether we can properly fulfil our legal, moral and contractual responsibilities to the prospective Staff member, their Students and their Parents/Guardians.

## **Existing Staff Members**

We recognise that medical and psychological conditions can develop in existing Staff Members which may require adjustments to be made to the way in which they are employed.

Existing staff members must, as soon as possible, disclose in confidence any known medical condition or health problem. Where appropriate, the Directors shall set up a consultation process so that interim measures can be put in place to support the Staff Member, and that longer term requirements may be determined. We will, to the best of our ability, make such adjustments as are reasonably practicable to allow a Staff Member to continue at the School/ College

### **Reasonable Adjustments**

We will make reasonable adjustments to aid a prospective or existing Student/Staff Member. Such adjustments may include (but not limited to):

Installing low gradient ramps for easy access on the ground floor; allocating a Studio on the ground floor; Specialist seating or any other relevant resources or equipment.

### **In defining what is reasonable, the school shall take into account:**

The cost and feasibility of making specific alterations to our premises

Implications on financial resources and the likelihood of any external funding being available to offset new

Staffing requirements

Health and safety considerations

The interests of Students, Staff and visitors

### **Personal Information**

All personal information provided to the school regarding a Student or Staff Member's disabilities shall be treated in strictest confidence and only used in accordance with the Data Protection Act (1998).