



# Harrogate Ladies' College

## Disability Policy

The DDA defines a disabled person as someone who has “a physical or mental impairment which has a substantial and long term adverse effect on his/her ability to carry out normal day-to-day activities”.

It also provides protection for people who have had a disability in the past.

### **Rationale**

Harrogate Ladies' College may be the parental choice of future schooling for their disabled daughter. This policy ensures that, under the remit of the Disability Discrimination Act 1995 and its subsequent Code of Practice, provision will be made for all College pupils with disabilities and it will ensure that they are not discriminated against. The need for specialist support and educational provision will be clearly identified and used effectively, to the full benefit of the pupil's development.

### **Purposes**

- To ensure that all pupils receive their entitlement to a broad, balanced and relevant curriculum.
- To ensure that provision for disabled pupils is considered with the curriculum planning and that their strengths and successes are recognised and recorded, encouraging progress and a positive self image.
- To ensure that staff accept responsibility for the planning, organisation and delivery of appropriate educational material to be made accessible to a disabled child.
- To ensure the protection of a child from any victimisation or prejudice.

### **Guidelines**

- Curriculum review and management planning will ensure that procedures and practices within the school do not deny pupils access to the whole curriculum.
- The form teacher, in conjunction with the SENCO, will be responsible for the identification and assessment of the specific educational needs and a procedure will be put into place to ensure effective liaison with appropriate support agencies.
- The assessment of disability will be diagnostic in nature and constructive in practice, with feedback to all relevant members of staff.
- Staff Professional Development opportunities will be in place.

- A flexible approach will be used, involving a variety of forms of intervention such as available in-class support, monitoring and production of suitably accessible subject resources.
- Active involvement by parents will be encouraged.
- The positive achievements of pupils will be recognised and celebrated.
- Whilst physical features of the school cannot always be altered, access to premises, the curriculum and written information in alternative formats will be part of appropriate strategic planning.
- It will be part of our whole school ethos to display an understanding and positive support of those with disabilities.

### **Conclusion**

This policy should be seen as an integral part of this school Equal Opportunities and Inclusion Policies. It will ensure that disabled pupils are treated as favourably as others and that the school will make reasonable adjustments to avoid disadvantaging those with disabilities.