

DISABILITIES AND SPECIAL NEEDS POLICY

We are committed to equal opportunities and promoting an environment in which all students and staff are given the opportunity to show and realise their full potential.

Admissions

Students, parents, and agents are asked to make us aware of any learning differences or disabilities at the application stage, allowing us to make sure that we can carefully consider any such requirements and respond accordingly in good time.

The school will assess any declarations of special needs or disability on a case by case basis and if we feel that we do not have the resources or expertise to deal with certain issues, we will inform the student or agent before proceeding with the enrolment. The school reserves the right to refuse admission if we consider that we cannot adequately cater for a student's special needs through reasonable adjustment. Where possible we will allocate rooms downstairs for students who have mobility issues, but depending on the activities planned and the learning facilities for teaching we cannot always guarantee we will be able to offer accessible rooms, as such we will do all we can on a case by case basis.

Disability

For legal purposes, disability is defined as any physical or mental impairment which has a substantial and long-term (over 12 months) adverse effect on a person's ability to carry out normal day-to-day activities.

In compliance with the Disability Discrimination Act 1995

Our Duties Under the Disability Act

People with disabilities should not be treated less favourably than non-disabled people for reasons related to their disability without justification. Reasonable adjustments will be made wherever possible so that a disabled person is not placed at a substantial disadvantage by comparison with a person without a disability.

Disclosure

All students and staff are asked to disclose disabilities and the school will do its utmost to respond in a positive and supportive manner to any such disclosure. Disclosed information will be kept strictly confidential and will only be forwarded on a 'need to know' basis.

Health and Safety

We understand our responsibility to ensure that our working conditions are safe and compliant with all statutory requirements and codes of practice, including the provision of first aiders qualified to cope with minor injuries.

Health and safety considerations override disability rights considerations and safety could be a justifiable reason for treating a disabled person differently. We recognise that disabled people are entitled to the same level of risk as an able-bodied person, if the risks presented to other people are acceptable.

For more information on health and safety, please refer to our First Aid and Health and Safety Policy, which can be found on our website.