

# Ysgol Gymunedol Cefn Hengoed Community School

"If You Believe It, You Can Achieve It!"



## Disability Policy & Action Plan Polisi Anabledd & Cynllun Gweithredu

Reviewed/Adolygwyd	July/Gorfennaff 2022
Next Review/Yr Adolygiad Nesaf	July/Gorfennaff 2023

Mr C Bale	Headteacher	
CLlr P Lloyd	Chair of Governors	

# **CEFN HENGOED COMMUNITY SCHOOL**

## **DISABILITY (DDA) POLICY AND ACTION PLAN**

### **Introduction**

This plan was drawn up in accordance with the planning duty in the Disability Discrimination Act 1995, as amended by the SEN and Disability Act 2001 (SENDA). It is drawn on the guidance set out in 'Accessing School: Planning to increase access to schools for disabled pupils' issued by the DFED in July 2002.

### **Definition of Disability**

Disability is defined by the Disability Discrimination Act 1995 (DDA) as:

'A person has a disability if he or she has a physical or mental impairment that has a substantial and long term adverse effect on his or her ability to carry out normal day to day activities.

### **Key Objectives**

- Promote equality of opportunity between disabled persons and other persons.
- Eliminate discrimination that is unlawful under the Act.
- Eliminate harassment of disabled persons that is related to their disabilities.
- Promote positive attitudes towards disabled persons.
- Encourage participation by disabled persons in public life.
- Take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons (DDA 2005 s.49A)
- Publish an Accessibility Plan.

At Cefn Hengoed Community School, we are committed to ensuring equality of education and opportunity for disabled pupils, staff and all those receiving services from the school. Our approach reflects the social model of disability, which sees society and its structures as disabling individuals rather than the 'problem' lying with the disabled person and their impairment.

We aim to develop a culture of inclusion and diversity in which people feel free to disclose their disability and to participate fully in school life. The achievement of disabled pupils and students will be monitored and we will use this data to raise standards and ensure inclusive teaching. We will make reasonable adjustments to make sure that the school environment is respected and celebrated by all those who learn, teach and visit here.

This commitment to equality is in conjunction with our Inclusion Policy, Equal Opportunities and our SEN Policy.

The Governing Body of Cefn Hengoed Community School is responsible for ensuring

that the requirements of the Disability Discrimination Act 2005 are met, that the Disability equality Scheme is published and that the Action Plan is monitored and reviewed,

## **Action**

### (a) Education and related activities

Cefn Hengoed will continue to seek and follow the advice of the LA services, such as specialist teacher advisors and SEN inspectors/advisor and of appropriate health professionals and from the local NHS trust.

### (b) Physical environment

At Cefn Hengoed School, we will take account of the needs of pupils and visitors with physical difficulties and sensory impairments when planning and undertaking future improvements and refurbishments of the site and premises.

### (c) Provision of information

Cefn Hengoed School will make itself aware of local services, including those provided through the LA, for providing information in alternative formats when required or requested.

### (d) Admissions

Cefn Hengoed School will not use disability as a factor in the selection of pupils. Pupils with disabilities are encouraged to apply. The school will, however, need to make an assessment of the needs of the child and be certain of being able to fully meet the needs of the child before a place can be offered.

Action Plan  
See attached

Linked Policies:

School Development Plan  
SEN  
Equal Opportunities Policy  
Curriculum Policies

### Appendix 1: Cefn Hengoed Disability Access Plan 2021 - 2024

Target	Tasks	Timescale	Finance	Responsibility	Monitoring	Success Criteria
<p><b>Access to the Curriculum.</b> Target 1 Reflect identified area of need, for lesson planning and delivery.</p>	<p>Staff training on Disability awareness to reflect needs of pupils within the school.</p> <p>Purchase resources to increase pupil participation.</p>	On-going	To be determined	Head SLT ALNCo Staff Site Manager	Head ALNCo SLT Governors	Child with disability has full access to curriculum with reasonable adjustments made. Success evidenced in lesson planning, resources, learning outcome.
<p><b>School Policies</b> Ensure all policies consider the implications of Disability Access.</p>	When reviewing policies, consider child with disability in terms of target 1.	On-going	Staff inset time	Head ALNCo SLT Staff Site Manager	Head Governors	<p>School policies reflect the needs of the child with disability.</p> <p>Access to all aspects of school life for all pupils.</p>
<p><b>School Buildings</b> Ensure access to school buildings and site can meet diverse pupil need.</p>	<p>Awareness of independent access,</p> <p>EYFS re: Contenance Policy</p>	On-going	<p>To be decided</p> <p>To be decided</p>	<p>Head SLT Site Manager</p> <p>Head SLT Governors</p>	Head Governors  Head Governors	Site improved to meet need as identified.

<p><b>Classrooms</b> Ensure that all classrooms are adjusted to reflect the needs of the child with the disability.</p>	<p>Plan classrooms in accordance with pupil need. Organise resources within the classrooms to reflect pupil need.</p> <p>Incorporate accessibility into any proposed structural alternatives.</p> <p>Look at accessibility in all areas of school life.</p>	<p>Agency</p>	<p>As required</p>	<p>Head SLT Governors Site Manager</p>	<p>Head Governors</p>	<p>Appropriate use of resources for diverse needs of specific pupil with disability as identified</p>
<p><b>Newsletter and documents</b> Availability of newsletters and school document in alternative formats.</p>	<p>Large print and audio formats required.</p> <p>Newsletters, school documents and pupil resources can be given in alternative formats as required.</p> <p>Plan reviewed annually.</p>		<p>Time for administration,  Staff meeting, Staff Inset.</p>	<p>Head SLT Governors</p>	<p>Head Governors</p>	<p>Information to pupils with disabilities and parents/carers will be improved.</p> <p>To ensure that Cefn Hengoed school is fully inclusive for everyone and that child and parents are happy with school provision.</p> <p>Accessibility plan up-to-date and reflects needs of particular disabilities within the school.</p>