

**NEW RIVER COLLEGE
DISABILITY EQUALITY POLICY**

Rationale.....3
Introduction.....3
Aims & Values.....4
Statement of Commitment.....4
Roles & Responsibilities.....5
Breaches of the Disability Equality Policy.....6
Arrangements for Consultation, Monitoring and Review.....6

Rationale behind this policy: The Disability Discrimination Act (2005) amended the requirements of the Disability Discrimination Act (1995). It added to our duty to

- eliminate unlawful disability discrimination and related harassment.
- promote equality of opportunity between people with a disability and others.
- promote positive attitudes towards people with a disability.
- encourage participation by people with a disability in public life.

The term 'disability' is defined by the Disability Discrimination Act. It says "A person is disabled if they have a mental or physical impairment which has substantial and long-term adverse effect on their ability to carry out normal day-to-day activities."

New guidance:

On 1 October 2010, the Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

<http://www.educationengland.org.uk/documents/pdfs/2012-guidance-2010-equality-act.pdf>

Introduction

New River College is in the London Borough of Islington.

New River College has:

- Close links with local special schools and the schools are contacted for information about the pupil's most recent Individual Education Plans (IEP).
- Developed close links with Child Adolescent Mental Health Services (CAMHS) and the Tavistock Clinic and regularly attend multi-agency meetings
- Good access to specialist teachers of the visually impaired, deaf, autistic spectrum and pupils with learning difficulties who can provide materials and advice if required.
- Sensory equipment and sensory story boxes and books for students with Profound Multiple Disability (PMD) on relevant sites.
- Braille books and a special computer keyboard for visually impaired pupils.

Aims and Values

This Disability Equality Policy aims to underpin the values which give us purpose, direction and meaning in everything we do. We are committed to equality and our desire to provide an environment where equality of opportunity is embedded in all activity.

We aim to:

- Meet all pupils' needs, encouraging them to achieve their full potential, raise educational standards and make progress.
- Promote equality of opportunity between disabled persons and other persons.
- Eliminate discrimination that is unlawful under the Disability Discrimination Act 2005.
- Eliminate harassment of disabled persons that is related to their disability.
- Encourage everyone in our service community to gain a positive self-image and high self esteem.
- Have high expectations of everyone involved with the whole service community.
- Promote mutual respect and face disability issues openly and honestly.
- Identify, challenge and remove all practices, procedures and customs which are discriminatory and replace them with practices that are fair to all.
- Monitor, evaluate and review all the above to secure continuous improvement and progress in all that we do.

This policy links other policies especially our SEN policy and every section of the PRU Action Plan.

Statement of Commitment

Every adult who works for New River College, individually and collectively, is committed to promoting disability equality. We will not tolerate any unlawful disability discrimination, promoting equality of opportunities for children and for each other at all times.

It is the responsibility of the Management Committee, Head of New River College, all staff, pupils, parents and visitors to New River College to work together and to positively promote disability equality. We trust this policy will eliminate disability discrimination ensuring that this policy is in practice every day.

We will:

- Develop a shared vision and understanding of what disability equality should look like for our service.
- Develop staff understanding of disability equality.
- Commit resources to proposed actions to achieve disability equality.

- Keep systems for collection and analysis of data by disability, involving staff and service users e.g. parents/carers/pupils and visitors.
- Build disability equality standards and objectives into procedures, policies, targets, the budget, job descriptions and Performance Management.
- Monitor pupils' personal development, attainment and progress individually and also anonymously by disability.
- Raise children's awareness of this policy and ensure that it is a policy in action each and every day.
- Work in partnership with parents/carers and the wider community to establish, promote and disseminate disability equality and good practice.
- Set out the results of reviews, consultations and impact assessments.
- Report on progress annually and set further objectives where necessary.
- Review and revise the Policy and Action Plan every year.

Roles and Responsibilities

All of the Management Committee, staff, volunteers, pupils and their families need to develop an appropriate understanding of, and act in accordance with, the college's Disability Equality Policy and Action Plan.

In addition:

The Management Committee, Heads/Deputy Heads of Centre and Head of New River College are responsible for ensuring that the service prepares, publishes, implements, reports on and reviews a Disability Equality Policy and are committed to making this policy a reality by ensuring that:

- The Policy is implemented.
- The impact of the policy is assessed and monitored through the Disability Equality Action Plan.
- Staff recruitment, training opportunities and conditions promote disability equality.
- All staff are fully aware of their responsibilities and that they are given the opportunity to attend training.
- All staff, pupils and their parents are consulted regarding, and are aware of the service's responsibilities to comply with, the Disability Equality Policy.
- Existing and planned policies are assessed for the ways in which they impact on disability equality.
- Curriculum planning, learning and teaching methods, classroom organisation and assessment procedures take account of the need to promote disability equality.

- Incidents of disability harassment are dealt with and reported to Islington Council.
- Visitors to the PRU have access to the Disability Equality Policy and Action Plan.

They will also make this policy a reality by:

- Creating a positive learning environment accessible to every pupil on the ward and receiving home tuition.
- Creating a positive atmosphere and ethos based on respect for pupils' differences.
- Tracking the achievement of all.
- Encouraging and supporting pupils and staff to reach their potential.
- Ensuring that intervention strategies are available for all pupils who are underachieving.
- Dealing with reports on disability bullying and harassment following Islington Council's reporting procedures.
- Ensuring that the Disability Equality Policy and procedures are followed by all and monitor that this policy is maintained in New River College.

All staff are responsible for dealing with incidents of disability harassment or bullying. They are also responsible for preparing and delivering a curriculum and assessment procedures. These should take account of the need to eliminate unlawful discrimination and harassment, and should promote disability equality.

Breaches of the Disability Equality Policy

Where possible, breaches of the policy will be dealt with in a manner appropriate to the level of the breach, and with the intention of bringing about the relevant changes. More serious breaches of this policy will be dealt with in accordance with Islington's anti-bullying and harassment procedures.

Arrangements for Consultation, Monitoring and Review

- We shall consult on this policy with all staff, representatives of parents and pupils and the Management Committee.
- The policy will be monitored on an ongoing basis by the Heads/Deputy heads of Centre and all staff at New River College and Head of New River College termly, and by Islington Council through its formal monitoring procedures. The Head of New River College will report to the Management Committee and Islington Council.
- The Heads/Deputy Heads of Centre monitor any incidents that have occurred which may be in breach of this policy.