

John Port School

Disability Discrimination and Access – Site and Buildings

Policy reviewed by JPS:	September 2016
Policy to be reviewed by JPS on/before:	September 2017



Introduction

As far as it is reasonably practical, especially in view of the nature of the campus, it is the Governing Body's policy to have consideration for disabled visitors and to providing facilities for recruitment, employment and promotion of disabled employees.

Consideration will also be given to admitting and providing appropriate facilities and resources for disabled students. We are also committed to continuing to employ those who may become disabled during the course of their employment but remain capable of working.

The Governing Body is committed to eliminating unlawful discrimination and promoting equality of opportunity in the field of employment. It will, therefore, fulfil its legal obligations in accordance with the Disability Discrimination Act 1995 and any related or subsequent legislation.

The Governing Body will not discriminate against candidates applying for vacancies within the school. Special consideration will, therefore, be given to the following:-

- Application forms.
- Interview arrangements.
- Terms and conditions of employment.
- Staff development opportunities.
- All other policies and procedures adopted by the Governing Body.

Harassment

The Governing Body is also committed to preventing and discouraging harassment or victimisation of any employee or student because of his or her disability (temporary or permanent). The Governing Body recognises that disabled employees or students may be the recipients of unwanted conduct based on their disability or appearance. Any offensive or intimidating behaviour towards a person because of his or her disability (including any impediment of movement, touch, vision or hearing) must immediately be disclosed to a member of the Senior Management Team. The Governing Body will offer support to any employee or student subjected to such harassment and will take disciplinary action against offenders.

The Governing Body will not ignore or treat lightly, grievances or complaints from employees or students who have a disability on the assumption that they are over sensitive about discrimination.

Employees and students have a duty to co-operate with the Governing Body to ensure that this policy is effective, and to ensure that their colleagues and fellow students are treated with respect and dignity. Employees and students must support those who suffer disability harassment and must make it clear that they find such behaviour unacceptable and report any such behaviour they may observe.

Employees and students are reminded that the Governing Body considers disability harassment to be unacceptable and regarded as a serious offence (gross misconduct). All such allegations will be investigated and dealt with quickly and discreetly in accordance with the appropriate disciplinary procedure.

Reasonable Adjustments

The Governing Body, wherever is practically possible, will agree to reasonable adjustments being made to the premises (if required) to assist a person with a disability including:-

- ◆ Adjustments to premises.
- ◆ Reallocation of a disabled person's duties.
- ◆ Consideration of suitable alternative employment.
- ◆ Consideration of more flexible working (including altering the person's working hours but subject to the needs of the school).
- ◆ Allowing time off for rehabilitation, assessment or treatment.
- ◆ Training.
- ◆ Acquiring or modifying equipment.
- ◆ Modifying instructions.
- ◆ Modifying procedures in recruitment and selection for testing or assessment.

Avoiding Discrimination

The Governing Body will undertake the following measures to avoid direct and indirect discrimination:-

- ◆ Not make assumptions about a persons' disability.
- ◆ Promote equal opportunities.
- ◆ Seek advice with regard to workplace risk assessments being undertaken and on whether an impairment is covered by the Disability Discrimination Act 1995.

Policies and Procedures

The Governing Body will ensure that, where relevant, the school's policies and procedures will take into account fully the Disability Discrimination Act. These will include:

- ◆ Recruitment and Selection
- ◆ Training/Staff Development.
- ◆ Absence Control/III-Health Capability
- ◆ Redundancy.
- ◆ Professional Competence.

The Governing Body is aware that the above list is by no means exhaustive and that the Disability Discrimination Act 1995 may have a direct impact on other personnel policies and procedures adopted by the Governing Body.

All employees of the Governing Body have a contractual obligation to comply with this policy statement.

Access

Whilst the Governing Body has already done much to improve access it also recognises that further improvements and changes need to be implemented in order to allow access to and participation by people with disabilities.

A draft disability access audit report has been completed and a rolling programme of improving accessibility, based on the information in the report is in place. This access development programme will be:

- Reviewed by the Deputy Headteacher (Site and Buildings) over time to establish priorities and feasibility
- amended should any person with a disability
 - a) be appointed to the staff of the school
 - b) attend school as a student
 - c) need regular access to any part of the school site to allow improved access for the person(s) concerned
- linked in with other developments and planned maintenance work

New Building Work

All new building work will conform with DDA requirements.

Access improvements to existing infrastructure undertaken since April 2006

- Ramped access to rear of Chatsworth Hall building
- Ramped access to rear of Ashbourne building
- Ramped access to front and rear of Sixth form building
- New toilet for disabled persons in the Sixth form building
- Hand rails fitted to emergency exit from Chatsworth Hall