**Disability and Equality Access Policy**

The Haven School



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| **Approved by:** | Jane Spensley | **Date:** Sept 2020 |
| **Last reviewed on:** | Jan 19 | |
| **Next review due by:** | OCT 21 | |

**Ethos:**

The Haven is an independent special school which aims to give every student the opportunity to access a broad and balanced curriculum and feel valued and included within the school community. We aim to make all reasonable adjustments possible to support full access for students and staff. We are committed to actively promoting equal opportunities with all staff and students.

**Aims:**

In line with the Equality Act 2010 the aims of this policy are to:

1. Ensure all students, including those with a disability as defined within the Equality Act, have access to a full and broad curriculum as included in their EHCP.
2. Ensure that reasonable and suitable adjustments are made to the physical environment to ensure students with a disability are able to participate fully in school life
3. Respond to individual student need to make suitable adaptations to the physical environment
4. Overcome potential barriers to learning and assessment for students with a physical or learning disability

**Admissions:**

**Reasonable Adjustments:**

The school’s duty to make reasonable adjustments is summarised in the Equality Act 2010 as:

* Where something a school does places a disabled pupil at a disadvantage compared to other pupils then the school must take reasonable steps to try and avoid that disadvantage.
* Schools will be expected to provide an auxiliary aid or service for a disabled pupil when it would be reasonable to do so and if such an aid would alleviate any substantial disadvantage that the pupil faces in comparison to non-disabled pupils.

**Operation of this policy**

* We aim to create an inclusive culture for all staff and pupils
* We ensure that learning materials do not discriminate against any individual or group
* Whole staff training is provided to share information on individual students and daily briefings ensure this information is up to date and shared in a timely manner.
* Where appropriate, specific advice is sought from relevant agencies
* The therapeutic nature of our provision aims to overcome potential barriers to learning associated with social, emotional and mental health difficulties.

**Accessibility and Reasonable Adjustments for Students with Physical Disabilities:**

The Haven is a small school where pupils have an individualised programme. The accommodation is wheelchair accessible on the ground floor and some toilets have disability access. Outside agencies are involved when more specialised guidance is required.

**Accessibility and Reasonable Adjustments for Students with Learning Disabilities**

The Haven is a small school where pupils have an individualised programme based on their EHCP. This always takes account of their needs in a way that allows them to access the range of opportunities within the school.

**Accessibility and Reasonable Adjustments for Students with Emotional and Mental Health Disabilities**

The Haven is a small school that caters for students with social, emotional and mental health needs. We aim to create an environment which reduces anxiety for students who have not been able to cope in mainstream or other special schools. Our staff are trained to manage behaviour associated with attachment difficulties and other challenging behaviour. We believe that all young people should have access to an outstanding education irrespective of their needs or ability level.