

## Disability Policy

### 1.0 Introduction:

- 1.1 A person has a disability if they have a physical or mental impairment that has substantial or long term adverse effects on their ability to carry out their normal day-to-day activities, (Equality Act 2010).
- 1.2 At Consortium Trust we are committed, morally and legally, to the provision of equal opportunities for all staff, students and parents as outlined in the Equality Act 2010.
- 1.3 This Disability Policy covers the following elements:
- The promotion of equal opportunities for all people with disabilities;
  - The elimination of discrimination that is unlawful;
  - The elimination of harassment related to disability;
  - The promotion of an ethos of positive attitudes;
  - The encouragement of full participation for disabled students and adults in school;
  - To take steps to meet the needs of disabled people, even if this requires a measure of positive action;
  - Scrutiny of the methods of assessment undertaken and the impact on people with disability;
  - The steps required for the delivery and maintenance of this policy;
  - Complaints procedures to address complaints and concerns;
- 1.4 The Executive Team will be responsible for the provision of advice and guidance to staff, students, job applicants and recruitment/interviewing panels on the implementation of this policy.

### 2.0 Policy Review

- 2.1 The key areas of the policy are:
- To endeavour to remove any physical access barriers to ensure our schools are as accessible as possible for staff, students and visitors with disabilities.
  - To foster positive attitudes amongst students and staff towards people with disabilities through education.
  - Encourage the development and implementation of procedures to address the requirements of students and staff with disabilities across our schools and to operate within the Disability Policy framework.
  - Advertise and promote the Disability Policy and procedures, and the provision of disability support within all areas of academic learning, and employment opportunities.
  - Ensure monitoring and evaluation of this policy is a continuous process carried out by all members of staff.
  - Should a student or adult disclose information about his/her disability, the colleague or the member of staff receiving the information will treat it with complete confidence and not impart it to anyone else except according to the provisions 2.2 and 2.3 below.
- 2.2 Where it is proposed that the information should be revealed to a third party, the reasons for this will be explained to the individual and the individual's permission obtained before proceeding. Even if the member of staff believes it would be in the individual's interest to reveal the information, it would be improper to do so if the person declines to give permission.
- 2.3 In rare circumstances, staff (following consultation with the Academy Head) reserve the right to relax confidentiality when there appears to be serious risk to the individual or someone else. In such circumstances, the individual's consent will be sought, if at all possible.

### **3.0 Students with Disabilities**

3.1 Please refer to the [SEN Policy](#) for reference.

### **4.0 Staff with Disabilities**

#### **4.1 Recruitment**

- The school will review and develop its recruitment procedures to encourage applicants with disabilities and ensure that no unlawful discrimination takes place.
- Candidates with disabilities will have any additional needs met wherever possible and practicable if called for an interview.
- All staff appointments will be made on the basis of qualifications, experience and skills of the applicant, regardless of disability.
- Wherever possible, the school will make such reasonable adjustments as are required to enable a successful candidate with a disability to take up the position.

#### **4.2 Retention**

- Consortium Trust will support, where possible, any employee who suffers a disability whilst at work, so that they may continue their employment.
- Any reasonable adjustments to the working environment will be made.

#### **4.3 Training & CPD**

- Training and CPD opportunities will be available to all staff regardless of disabilities.
- Additional needs with regard to access, equipment and facilities will be made to ensure full participation is available.

#### **4.4 The Working Environment**

- Consortium Trust will make every effort to ensure that the environment for work does not prevent persons with disabilities from taking up or continuing in employment for which they are suitably qualified.

### **5.0 Disability Awareness**

5.1 The school will ensure that awareness of disability is raised amongst all staff, students, parents and visitors. This is to ensure that those involved in recruitment and selection are thoroughly acquainted with the policy and procedures.

5.2 All managers and colleagues of any employee with a disability have a clear understanding of the specific requirements and adjustments necessary and make a positive response.

5.3 Any member of staff, a student, parents, governors or visitors with a disability is able to seek assistance, if required, to support and enable them to fully participate.

### **6.0 Monitoring**

6.1 The school will hold a central record on the current Management Information System of all people who wish to declare a disability, so that regular monitoring of the effectiveness of the policy may take place.

6.2 The Consortium Trust will encourage the involvement of people with disabilities in the review, implementation and effectiveness of the policy.

### **7.0 Links with External Agencies:**

7.1 Liaison will be maintained with specialist advisory agencies and groups at local and national level.

7.2 In order to ensure that people with disabilities gain the best possible support, The Consortium Trust will seek to consult with advisory groups so that we may make the best possible use of available resources.

## **8.0 The role of the Academy Heads**

- 8.1 Academy Heads are responsible for the implementation of the policy with the staff for whom they are responsible. If they have a colleague or student with a disability in their company or subject area, their needs must be considered through discussion with that person, and advice and support sort where necessary.
- 8.2 They must be made aware of their responsibilities under the Equality Act (2010) and ensure that they are implemented. Advice, support and training will be provided by The Consortium Trust as appropriate.
- 8.3 They are expected to set an example to ensure that all staff are aware of the policy and act in accordance with it, ensuring that discrimination on grounds of disability does not occur.

## **9.0 Parents with Disabilities**

- 9.1 All reasonable steps will be taken to ensure that any information sent to or made available to parents will be published and accessible.
- 9.2 Every effort will be made to ensure that the environment does not prevent persons with disabilities from visiting the school.

## Document Control

### Changes History

Version	Date	Amended By	Details of Change
V2	20/05/2021	EFS	2.1/6.1
V3	22/09/2025	EFS	Removal of pupil specific references and add link to SEN policy for reference.

### Approval

Name	Job Title	Signed	Date
Andrew Aalders-Dunthorne	Principal/CEO	Electronic signature	27/10/2016
Dawn Carman-Jones	On behalf of the Trust Board	Electronic signature	07/11/2016
Andrew Aalders-Dunthorne	Principal/CEO	Electronic signature	27/05/2021
Dawn Carman-Jones	On behalf of the Trust Board	Electronic signature	27/05/2021
Andrew Aalders-Dunthorne	CEO	Electronic signature	13/10/2025
Lisa Jones	On behalf of the Trust Board	Electronic signature	13/10/2025

This policy will be reviewed every 4 years by Head of Service for People or as required by changes in legislation.

At every review, this policy will be approved by the Executive Committee.

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