

Disability Policy

March 2026

To be renewed March 2029

Aims of this policy

- To afford opportunity to employees and pupils who have a disability
- To ensure compliance with the Special Educational Needs and Disability Act 2001 (“SENDA”) and the Equality Act 2010
- To have regard to the guidance issued by the Dept. of Education and the Dept. of Health, ‘Special Educational Needs and Disability Code of Practice’

Policy statement

Christ Church Cathedral School (“the School”) will

- Maintain and drive a positive culture of anti-discrimination towards disabled people.
- Train staff to understand types of disabilities and how to support employees and pupils who have disabilities.
- Adopt user-friendly procedures for considering admissions from parents of disabled children.
- Fulfil the planning duty to draw up a three-year Accessibility Plan, with the aim of increasing the accessibility of the School’s curriculum, and to improve the physical environment of the School and to improve access to information for our employees, pupils and prospective pupils.
- Implement and review the Accessibility Plan regularly.
- Keep under review the School’s Admission Policy, Rewards and Sanctions, and Anti-Bullying policies in line with SENDA.

Disability

A disability is a physical or mental impairment which has a substantial, long-term, adverse effect on day-to-day activity (Equality Act 2010).

Whether a person is disabled or not for the purposes of the Equality Act 2010 is generally determined by reference to the effect that the impairment has on the person’s ability to carry out ‘day to day activities’. Day to day activities are those carried out by people on a daily basis, but there is a wealth of case law to suggest where the dividing line might fall. For example, activities that are carried mainly only by men or mainly only by women can qualify as day to day activities.

The following list on the meaning of impairment is not exhaustive, but generally considered a good starting point.

Meaning of Impairment - In accordance with the Equality Act 2010

A disability can arise from a wide range of impairments which can be:

- Sensory impairments, affecting sight or hearing
- Impairments with fluctuating or recurring effects such as rheumatoid arthritis, ME, chronic fatigue syndrome, fibromyalgia, diabetes, depression and epilepsy
- Progressive, such as motor neurone disease, muscular dystrophy, and forms of dementia
- Auto-immune conditions such as lupus (SLE)
- Organ specific, including respiratory conditions such as asthma, cardiovascular disease and thrombosis, stroke and heart disease
- Developmental, such as autistic spectrum condition (ASC), dyslexia and dyspraxia
- Learning disabilities
- Mental health conditions with symptoms such as anxiety, low mood, panic attacks, bipolar affective disorder, post-traumatic stress disorder, OCD, and some self-harming behaviour
- Mental illness such as schizophrenia and depression
- Any long term, severe and significant condition produced by injury to the body and to the brain

Disability does not include –

Hay fever sufferers.

- A person with anti-social tendencies such as paedophilia and/or abusive behaviour.
- A person diagnosed as HIV positive, until they exhibit physical symptoms or related conditions.
- A person who has a behavioural difficulty, for a reason other than a disability, for example, arising from social or domestic circumstances.
- A person who is addicted to nicotine, alcohol and other non-prescribed substances.

Disability discrimination

We will not treat a pupil or employee or a prospective pupil or employee less favourably on the grounds of disability without justification.

We will not knowingly discriminate against a person on the grounds of disability –

- In the arrangements for determining admission or employment procedures.
- In the terms on which a place at the School is offered
- By refusing or deliberately omitting to accept an application for admission or employment.
- In the provision of education and associated services.
- By excluding a person on the grounds of their disability.
- By victimising a person with a disability.
- By failing to take steps to ensure that disabled persons are not placed at a substantial disadvantage in comparison with non-disabled persons.

Admission procedure for pupils

- The School will be open to applications from any prospective pupil with a physical and/or mental impairment.
- The registration or admission form will enable the parents to give details of their child's disability.
- Every application will be considered on its merits within the School's criteria for selection on grounds of the pupil's ability and aptitude.
- The School will treat every application from a disabled pupil in a fair, open-minded way.
- The School will, if appropriate, request from the parents or previous School full details in the form of medical reports, educational psychologist reports and any other report which assesses the child's disability so that the School can make an assessment of the adjustments that would be needed in order to provide adequately for the pupil's physical and educational needs.
- The applications will be considered on the basis that all 'reasonable adjustments' have been made by the School in order to cater for the child's disability.
- The School will not offer a place if, after all reasonable adjustments have been made, the School will not be able to provide adequately for the pupil's physical and educational needs.
- The School shall inform the parents of their decision and give details of the reasonable adjustments they are going to make or give reasons why the offer of the place is declined.

Disclosure

Parents will be requested to provide the School with copies of the child's latest medical report, educational psychologist's report and any other information regarding the child's disability.

If following the offer of a place it is discovered that the School has not received full disclosure of information relating to the child's disability and the School is not able to make reasonable adjustments for those disabilities then the School may withdraw the offer of a place, or ask the parents to withdraw a child who is already a pupil.

Review procedure

Parents may request a review if the School decides it is unable to offer their child a place on the grounds of disability. The request must be made as soon as possible and in any event within seven days of the decision being notified to the parents. The Headmaster will advise as to the procedure under which such a review will be conducted.

Education and associated services

The School has an on-going duty to make reasonable adjustment in respect of the 'education and associated services provided'. This is a broad expression that covers all aspects of school life. The range of activities that are covered by the expression include –

- the curriculum;
- classroom organisation and timetabling;
- access to school facilities;
- school sports;
- school policies;
- breaks and lunchtimes; the serving of school meals;
- assessment and examination arrangements;
- school discipline and sanctions;
- exclusion procedures;
- school clubs, trips and other activities; and
- preparation of pupils for the next phase of education.

Reasonable adjustments for pupils

The School is legally required to make 'reasonable adjustments' in order to cater for a child's disability. Examples of these may be:

- Making arrangements for a child in a wheelchair to attend an interview in an accessible ground floor room.
- Allowing extra time for a dyslexic child to complete an entrance exam.
- Providing examination papers in larger print for a child with a visual impairment.
- Rearranging the timetable to allow a pupil to attend a class in an accessible part of the building.
- Arranging a variety of accessible sports activities.
- Providing extra support from a teaching assistant, in class or in a 1:1 situation

The School is not legally required to make adjustments which include major physical alterations such as the provision of a stair-lift or new ground floor facilities, such as a new library, or Auxiliary aids and services such as a loop for children with hearing aids, large LCD screen computers and disability trained classroom assistants.

Accessibility plans

The School has a three year Accessibility Plan. The plan is available, on request, to all parents and staff. The Accessibility Plan includes consideration of how the School proposes to –

- Increase the extent to which disabled pupils can participate in the school's curriculum.
- Improve the physical environment of the school for the purpose of increasing the extent to which disabled pupils are able to take advantage of education and associated services.
- Improve the delivery of information to disabled pupils which is usually provided in writing to pupils who are not disabled.

The plan is reviewed, every year, to ensure that the Plan is up-to-date and covers all aspects of School life as determined under the Act.

Disabled Staff

The School will not discriminate against a prospective member of staff on the basis of disability at the recruitment stage or during employment. As with prospective pupils, prospective employees are expected to provide details of their disability, and the adjustments which would be needed to enable them to perform their role effectively, at the application stage, so the School can decide whether or not the adjustments are reasonable and practical. Reasonable adjustments which could be made to support a disabled member of staff could be:

- rearranging the timetable so a physically disabled teacher teaches on the ground floor
- providing the ability to make a cup of tea in an accessible place
- providing mentoring and coaching to support a member of staff with ADHD or autism to manage work-related stress or anxiety
- allowing time off for medical appointments