



Governors' Committee Responsible:	Resources Committee
Nominated Lead Member of Staff:	Director of Business Development
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Purpose

This is AMS' policy for ensuring compliance with the Equality Act 2010 which requires that staff endeavour to ensure that disabled students and staff can receive the same services as all other users of the school.

The underpinning standards (not in bold) are shown here, within the policy, for ease of reference.

Policy

AMS recognises that many of its students, whether disabled or otherwise, have individual needs when seeking to make use of its facilities. However, AMS also recognises the fact that for some students or staff, the nature of their disabilities may mean that they experience specific difficulties related to access to its services.

As part of its ongoing commitment to Equal Opportunities AMS will endeavour to ensure that disabled individuals receive the same standards of provision as all other users of the school.

In the light of this, AMS will:

- Establish and communicate to all staff our policy on the provision of services which ensures the inclusion of disabled people. Such communications will address the school's opportunities with regard to disabled users as well as the legal obligation of individuals and the organisation as a whole.
- Establish an effective communication programme will ensure that all staff are made aware of the Act and are encouraged to make all students feel welcome and take account of their needs. Staff will be encouraged to use alternative means to assist disabled people when necessary.
- Provide appropriate disability awareness information to staff which will explain the policy of AMS towards disabled users and the effective implementation of reasonable adjustments.

Provide an awareness of how we can meet the needs of all of our users will ensure that everyone is treated equally. There will be a particular focus on the Act included in induction training.

- Address acts of disability discrimination via existing codes, where appropriate.
- Our existing approaches will take account of disabilities if appropriate when considering how to manage conduct, attendance or other related issues.
- Encourage suppliers or contractors, to adopt similar policies toward disabled school users.
- We will work together to influence our suppliers at any point of contact to define our standards and to raise awareness of the needs of disabled people.

In order to ensure that the services it provides effectively meet the needs of disabled users, AMS will:

- Consult with disabled users, staff and disability organisations

Consultation with disabled people will be used to ensure that the needs of disabled people are taken into account when considering school services, equipment, street furniture, vending machines, buildings, furniture and fittings.

Make reasonable adjustments to enable disabled people to use its services. Furthermore, AMS will effectively communicate their availability to both customers and staff.

- We need to provide reasonable solutions to enable our students, staff and parents to access our services. It is important for AMS, as a service provider, to draw the existence of adjustments to the attention of disabled people, in away which is easily accessible to them (i.e. by a simple sign or notice at the entrance to premises or in forms or publicity materials). It is also important that employees are made aware of any such adjustments and are encouraged to be flexible in applying mutually satisfactory solutions
- Regularly review whether its services are both accessible and effective, and take appropriate action.
- Access to school services, facilities and premises will be a consideration of any major initiative.
- Monitor the implementation and effectiveness of this policy on a regular basis.
- We will monitor via the School Improvement Committee our implementation of this policy.
- Operate an accessible complaints procedure whereby disabled people can make improvement suggestions and request assistance.

We will encourage disabled users to feedback concerns about any aspects of the school's approach and use these to inform any improvements that may be need.