

## Overview

Our commitment to meeting our duty under the provisions of the Disability and Discrimination Act 2006 will underpin all that we do at Beacon. No one will be treated less favourably than others.

Beacon will work hard to meet the individual needs of all, including those with a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. We will anticipate the needs of those with disability and make reasonable adjustments to ensure that their needs are met to give them access to all aspects of provision. All appropriate members of Beacon staff will be involved and consulted in the process of implementing our statutory duty.

## Objectives

1. To ensure that all learners receive their entitlement to relevant provision.
2. To ensure that provision for learners with disability is central to scheme of work and the teaching and learning plan.
3. To recognize, celebrate and record learners' achievements, progress and successes in order to encourage a positive self-image.
4. To ensure that those with management responsibility, and individual staff accept responsibility for planning, organization and delivery of appropriate educational material to pupils' disability.
5. To ensure that learners and employers are fully involved at every stage in the provision made by Beacon.

## Strategies

1. Monitoring, evaluation and review carried out by the Leadership Team will ensure that procedures and practices within Beacon give all learners access to all appropriate courses.
2. Employers will be involved and consulted about the provision being offered by Beacon.
3. If applicable Special Educational Needs Coordinator will be responsible for the identification and assessment of the specific educational needs and a procedure will be put into place to ensure effective liaison with appropriate support agencies.
4. The assessment of disability will be diagnostic in nature and constructive in practice, with appropriate involvement of relevant members of staff.
5. Active participation of employers in the teaching and learning process will be encouraged.
6. The positive achievements of learners will be celebrated and recognized.

## Outcomes

This policy will play an important part in the educational development of individual learners. It will ensure that learners with disability are treated as favourably as others and that Beacon will make reasonable adjustments to avoid disadvantaging disabled learners.