



DISABILITY EQUALITY POLICY

Eastcourt Independent School

Owner	Emma Redgrave
Effective Date	September 2026
Review Date	September 2027
Applies to	Whole school including EYFS

This policy is publicly available on the school website and, on request, a copy can be obtained from the School Office in large print or another accessible format where required.

School Strategy

Eastcourt Independent School is committed to meeting its duties under the Equality Act 2010, including the reasonable adjustment duty for disabled pupils, and the accessibility planning duties in Schedule 10. The policy should be read alongside the school's SEND Policy, Admissions Policy, Accessibility Plan, Anti-Bullying Policy and Complaints Procedure.

Commitment to Disability Equality

The Headteacher has a proactive approach to ensuring that disabled pupils and prospective pupils are not unlawfully discriminated against in admissions, education, associated services, discipline or exclusion. Eastcourt promotes equality of opportunity, positive attitudes towards disabled people, participation in school life and the removal of avoidable barriers.

Definition and principles

Under the Equality Act 2010, a person is disabled if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. The Act contains additional provisions concerning particular conditions and progressive impairments.

Not all disabled pupils have special educational needs and not all pupils with special educational needs are disabled. Eastcourt considers each pupil's circumstances and access needs individually.

The school must not discriminate against disabled pupils and has an anticipatory duty to make reasonable adjustments where a disabled pupil would otherwise be placed at a substantial disadvantage. For schools, the reasonable adjustment duty includes the provision of auxiliary aids and services where reasonable. Physical improvements are addressed through the school's accessibility planning duties.

Our aims and objectives

- improve the inclusivity and accessibility of the curriculum and wider school life;
- promote equality of opportunity between disabled and non-disabled people;
- eliminate unlawful discrimination, harassment and victimisation related to disability;
- promote positive attitudes towards disabled people and challenge prejudice;
- take reasonable steps to meet disabled pupils' needs and remove barriers to participation.

Increasing Accessibility

The school's accessibility planning covers the curriculum and wider school life, the physical environment, and access to information. This includes lessons, assessments, clubs, sport, performances, educational visits and other activities.

Eastcourt will maintain a written Accessibility Plan covering the three statutory strands in Schedule 10 to the Equality Act 2010:

- increasing the extent to which disabled pupils can participate in the curriculum;
- improving the physical environment to increase the extent to which disabled pupils can take advantage of education, benefits, facilities and services;
- improving the delivery to disabled pupils of information that is readily accessible to pupils who are not disabled.



The Accessibility Plan will be reviewed regularly and at least every three years. Eastcourt must ensure that the plan currently in force is separately dated, implemented and available for inspection as required.

Admissions

Applications are considered in accordance with Eastcourt's published Admissions Policy. A disability will not of itself prevent a child from being offered a place. Parents/carers are asked to provide relevant information about disability, SEND, medical, communication or access needs so that reasonable adjustments can be considered.

Where an entrance or admissions assessment is used, Eastcourt will consider reasonable adjustments so that the assessment measures the child's relevant skills rather than the effect of an avoidable access barrier. Adjustments do not alter the academic standard being assessed.

Reasonable adjustments

Eastcourt will take reasonable steps to ensure that disabled pupils and prospective pupils are not placed at a substantial disadvantage compared with non-disabled pupils. Adjustments are considered individually and may include changes to teaching approaches, routines, seating, communication, assessments, access arrangements, equipment, auxiliary aids or services, and arrangements for activities or visits.

The school will consider effectiveness, practicability, health and safety, cost and resources, the pupil's needs and the need to maintain appropriate educational standards when deciding what is reasonable.

Education and associated services

Education and associated services include preparation for entry, curriculum, teaching and learning, classroom organisation, timetabling, homework, assessment, school facilities, breaks and meals, discipline, clubs, sport, performances, educational visits and preparation for the next phase of education. Where a pupil cannot access an activity in its usual form, staff will consider reasonable alternatives or adjustments rather than excluding the pupil automatically. Any restriction based on health or safety must be supported by an appropriate assessment of the individual risk.

Physical environment

The school continues to take account of the needs of pupils and other users with physical or sensory impairments when planning improvements and refurbishment. Identified priorities should be recorded in the current Accessibility Plan.

Provision of information

Eastcourt will take reasonable steps to provide information in accessible formats where required. This may include changes to print size, layout, format, timing, presentation or method of communication according to individual need.

Teaching and learning

Through teaching and pastoral care, Eastcourt aims to give all pupils the opportunity to succeed and reach high levels of personal achievement. Teaching will seek to remove barriers, respond to individual needs, promote respectful attitudes and enable participation.

Educational visits and extra-curricular activities

Disabled pupils will be included in educational visits, clubs and other activities wherever reasonably possible. Planning and risk assessment will consider reasonable adjustments, staffing, medication/equipment, transport and venue accessibility, with consultation with the pupil, parents/carers and relevant professionals where appropriate.

Disability-related bullying and harassment

Disability-related bullying, harassment, victimisation and derogatory language are unacceptable. Incidents will be addressed under the Anti-Bullying and Behaviour policies and, where relevant, the Child Protection and Safeguarding Policy.



Staff and employment

Eastcourt is committed to fair employment practices and to making reasonable adjustments for disabled applicants and employees in accordance with the Equality Act 2010. Detailed employment matters are addressed through the school's recruitment and employment procedures.

Complaints

Concerns about disability provision or reasonable adjustments should be raised promptly with the school and may be pursued under Eastcourt's Complaints Procedure. Nothing in the school's procedure removes any statutory rights available under equality legislation.

Monitoring and review

The Headteacher will monitor implementation of this policy and the Proprietor will oversee its effectiveness. Monitoring will include accessibility, participation, reasonable adjustments, incidents of disability-related bullying, pupil/parent feedback and progress against the Accessibility Plan.

Legal Status

- Equality Act 2010, including the reasonable adjustment duties applying to schools and Schedule 10 accessibility planning duties.
- Children and Families Act 2014 and SEND Code of Practice: 0 to 25 years, where relevant to pupils with SEND.