



Little Learners
NURSERY GROUP

DISABILITY EQUALITY POLICY

Reviewed: July 2019

To be reviewed: July 2020

INTRODUCTION

The Little Learner's Nursery Group are committed to the fair and equal treatment of all individuals regardless of disability, as stated in its equal opportunities policy. We recognise that choices (e.g. child admission, staff selection) have to be made between individuals using proper criteria, and we are opposed to the creation of any unnecessary barriers. We are committed to the Disability Discrimination Act – Equality Act 2010. The nursery aims to improve its accessibility and provision for people with disabilities in order that they may participate fully in nursery life and will continue to address this aim in future planning.

DEFINITION

Disability is defined as the loss or limitation of opportunities for people with impairments to take part on an equal basis with others in society due to social and environmental barriers. Impairments or individual medical conditions of any kind, whether they have resulted from injury, illness or birth, become a disability because of the social and physical barriers to independence and equal opportunities faced by people with disabilities.

PUBLICITY AND INFORMATION

The nursery will ensure that recruitment material clearly states that applications from prospective staff and students with disabilities are welcome. Information materials, such as the nursery prospectus will, where appropriate, include details of the availability and limitations of support/facilities for people with disabilities. The nursery web site has been designed to make it easy to read.

HEALTH AND SAFETY

Nursery health and safety procedures will offer clear advice and procedures to address the needs of people with disabilities, in particular the evacuation procedures.

STAFF WITH DISABILITIES

Recruitment procedures enable applicants with disabilities to provide information on their needs and will take account of any special arrangements that may be necessary. Any discussion of support requirements will be separate from consideration of the applicant's suitability for the post applied for. All candidates will be considered on their abilities.

The nursery will make reasonable changes to work practices and, where possible the workplace, to enable disabled people to work successfully, including those members of staff who become disabled whilst employees.

Advice and support on the employment of disabled people is available from the local authority, in conjunction with occupational health and external agencies. Person specifications for each post, including the specific physical requirements, should be drawn up before posts are advertised.

CHILDREN WITH DISABILITIES

Children with disabilities will be accepted where they can be accommodated without risk to themselves or others and where the nursery has the resources to make any necessary adjustments to staffing or to the environment.

ACCESS TO THE CURRICULUM

As far as resources allow, the needs of disabled children will be taken into account in the design, structure and flexibility of teaching and care methods and materials. Staff should take steps to ensure that their approaches do not create any unnecessary barriers or difficulties for children with disabilities whom they may care for.

ASSESSMENT AND EXAMINATIONS

The nursery recognises that special arrangements may be required to enable students with disabilities, including specific learning difficulties, to show their capabilities and knowledge. Therefore, methods of assessment may need to be modified.

STAFF DEVELOPMENT

The nursery will ensure that a programme of training is offered to staff to familiarise themselves with and enable them to fulfil the requirements of the policy.

CONFIDENTIALITY

Care needs to be taken that an appropriate degree of confidentiality is maintained.