

Newcastle International School of English

Disability Strategy

Statement of Intent

Newcastle International School of English is committed to equality of opportunity for disabled staff and students and aims to create an environment which enables them to participate fully in school life.

Disability Scheme

The school promotes equal treatment of disabled people. The Disability Duty requires that Newcastle International School of English, when carrying out their functions, have due regard to the need to:

- Promote equality of opportunity between disabled people and other people
- Eliminate disability related harassment
- Promote positive attitudes towards disabled people
- Encourage participation by disabled people in public life
- Take steps to meet disabled peoples needs, even if this requires more favourable treatment. (see appendix A)

Responsibilities and implementation

The implementation of this policy is the responsibility of the staff at Newcastle International School of English and everyone in it. All staff and students have a personal responsibility to adhere to and apply this policy in their dealings with others.

Newcastle International School of English expects its entire staff to be aware of this policy and the related legislation, and to treat disabled people, whether students, staff or members of the public, fairly, with respect and in accordance with this policy.

Disability Disclosure: Student and Staff responsibilities

Student

Disabled students are strongly encouraged to inform the school of any disability they may have, and to discuss this as early as possible. This will allow Newcastle International School of English to inform all staff and make sure the requirements the student needs are met to the best of our abilities. We will take all appropriate steps to ensure that a student who becomes disabled during their course has every opportunity to complete their course.

Staff: Application for Employment

Applications for employment from potential employees who have a disability will be considered against the same criteria for the post as applications from those employees who are not disabled. Discussions about any support requirements will be possible at every stage of the application.

Existing Employees

Where the working arrangements or physical features of premises place a disabled applicant or employee at a substantial disadvantage in comparison with an applicant or employee who is not disabled, Newcastle International School of English will make every effort to make reasonable adjustments within available resources to help overcome practical effects of the individual's disability, we will take all reasonable steps to ensure that a member of staff who is or becomes disabled or whose disability increases during the course of their employment are where reasonably practicable, given every opportunity to remain in their existing employment.

Disability Awareness

Newcastle International School of English will provide information and training to increase awareness among staff and students of this policy and of disability issues and requirements. Also to give confidence and practical skills to those who will be working at different levels with students and staff who have a disability.

Newcastle International School of English - Aims

The aims are to ensure that

- All staff and students engage in developing an inclusive environment within the school
- Information about the school is accessible to all students and staff, including those with a disabilities
- The needs of disabled students and staff, as identified through consultation, are included in the process of strategic planning and resource allocation
- Disabled students and staff have access to the appropriate support
- The views of the individual student and members of staff are taken into account at all times when their requirements are being assessed
- Members of staff working with disabled people, either as colleagues or as students, have appropriate information, support and access to staff development opportunities

- Information relating to disabled students and staff is held in a confidential manner consistent with the schools data protection and confidentiality policies.