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1. Purpose

- 1.1. To ensure that suitable arrangements are in place so that disabled people have access to facilities and services.
- 1.2. To ensure that reasonable adjustments have been made, where possible, to enable access.
- 1.3. To ensure that all staff are aware of their roles and responsibilities in relation to disability discrimination.

2. Policy

- 2.1. Cambian will ensure:
 - Adequate resources are available for the implementation of this policy.
 - This policy and procedure are effectively communicated.
 - Reasonable adjustments are made for the removal of physical barriers to disabled people.
 - Alternative arrangements are made, as far as is practical, to enable access where reasonable adjustments are impractical.
 - Adequate information, instruction and training is given so that employees are aware of our policy in relation to The Equality Act and their roles and responsibilities.
 - Periodic monitoring of performance against these standards
- 2.2. This policy will be reviewed and revised at least annually.

3. Procedure

Who is responsible for implementing this procedure?

- 3.1. The Group Compliance & Regulation Director has overall responsibility for management of health and safety and the requirements of The Equality Act.
- 3.2. The Registered Manager/Head Teacher will be responsible for ensuring that buildings within their control are accessible for disabled people

What is Disability Discrimination?

- 3.3. The Equality Act 2010 requires that building owners and/or occupiers (service providers) do not discriminate against disabled people when providing goods, facilities, services and premises. This means that where facilities and services are provided for people who are not disabled, then similar facilities and services should be provided for disabled people.
- 3.4. Service providers are also required to take reasonable steps to:

Disability Discrimination Policy and Procedure

- Change any practice, policy or procedure which prevents disabled people from using a service.
- Make reasonable adjustments to remove physical barriers which prevent disabled people using a service.

What needs to be done?

- 3.5.** Each building should have an Access Strategy. Where this does not exist then you should complete the template GHS 04.07.01.
- 3.6.** Where the Access Strategy identifies specific improvements, these should be planned and budgeted for.

Making Reasonable Adjustments

- 3.7.** We plan to remove physical barriers to disabled people through reasonable adjustments.
- 3.8.** Where it is not reasonable to remove physical barriers, we will make suitable alternative arrangements. As/where necessary the advice of independent access consultants will be sought.

Information, Instruction and Training

- 3.9.** Employees working in areas providing a service to individuals with disabilities should receive awareness training to ensure that we provide an appropriate response to the needs of disabled individuals.

Review

- 3.10.** This procedure must be reviewed at least annually or sooner if legislation changes or if there are changes with work processes.

4. Standard Forms, Letters and Relevant Documents

- 4.1.** GHS 04.07.01 - Access Strategy Template