

Kivukoni School Disability Policy

Introduction:

Kivukoni International School is committed to providing an inclusive and accessible educational environment that recognizes and respects the diversity of its student body. This policy aims to promote equality, prevent discrimination, and support students with disabilities in their pursuit of education.

1. Legal Framework:

- a. The policy adheres to the UK Equality Act of 2010, which protects individuals from discrimination on the grounds of disability.
- b. The Act defines disability as a physical or mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities.

2. Definition of Disability:

- a. Kivukoni School recognizes a broad definition of disability, including but not limited to physical, sensory, cognitive, and mental health impairments.

3. Non-Discrimination and Equality:

- a. Kivukoni is committed to ensuring that all students, regardless of their disabilities, are treated with dignity and respect.
- b. Discrimination or harassment on the grounds of disability is strictly prohibited.

4. Accessibility:

The school will take reasonable steps to ensure that its facilities, services, and information are accessible to students with disabilities. This will be in discussion with parents and staff members in need of additional facilities or services.

5. Reasonable Adjustments:

- a. The school will make reasonable adjustments to ensure that students with disabilities are not at a substantial disadvantage compared to their peers.
- b. Adjustments may include changes to teaching methods, the provision of assistive technology, modification of premises, or additional support.

6. Provision of Information:

- a. Information about the disability policy, support services, and available adjustments will be communicated to students, parents, and staff members.
- b. The school will make information accessible to students with different communication needs.

7. Confidentiality:

- a. Information about a student's disability will be treated with confidentiality, and disclosure will only occur with the explicit consent of the student or their parent/guardian, unless required by law.

8. Training:

- a. Staff members will receive training on disability awareness and the implementation of reasonable adjustments.
- b. Training will equip all staff to support students with disabilities effectively and foster an inclusive learning environment.
- c. Students will also be prepared and supported to be supportive and understanding of all students with disabilities or significant challenges of any sort.

9. Complaints Procedure:

- a. A clear and accessible procedure will be in place for students or their representatives to raise concerns or make complaints regarding disability-related issues.
- b. The school will investigate and address complaints promptly and impartially.

10. Accessibility Plan:

a. Kivukoni School will develop and maintain an Accessibility Plan outlining long-term strategies for improving accessibility and inclusivity.

11. Review and Monitoring:

a. The school will regularly review and monitor the effectiveness of this Disability Policy, making adjustments as necessary to ensure ongoing compliance with the Equality Act of 2010.

12. Roles and Responsibilities:

a. Designate a Disability Coordinator responsible for coordinating support services and ensuring compliance with the policy.

Kivukoni International School is committed to creating a learning environment that values and respects the rights of individuals with disabilities. This policy will be communicated widely and reviewed periodically to ensure its effectiveness and compliance with relevant legislation.

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