
Disability Equality Statement

The Grey Coat Hospital is committed to the inclusive principles of the Disability Equality Duty and the proactive supporting of disabled people within the school community in order that they can achieve their full potential.

The school welcomes the statutory duties of the Equality Act (2010) detailed below:

- Promote equality of opportunity for disabled people: students, staff, parents, carers and other people who use the school;
- Eliminate discrimination that is unlawful under the DDA;
- Eliminate harassment of disabled persons that is related to their disabilities;
- Promote positive attitudes towards disabled persons;
- Encourage participation by disabled persons in public life;
- Take steps to meet disabled people's needs which may require more additional support.

The school readily accepts its responsibility to implement these duties for any disabled individual by making reasonable adjustments in its provision where it is practical to do so.

This scheme incorporates the school's Disability Access Plan.

Definition of Disability

The school subscribes to the broader definition of disability contained in the Equality Act (2010). This includes all students with statements and members of the school community with serious medical conditions.

'A person has a disability if they have a physical or a mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.' (Equality Act, Paragraph 4.4)

A disabled person will be substantially affected by their disability for at least 12 months in one or more of the following ways:

- Memory or ability to learn, concentrate or understand
- Speech, hearing or eyesight
- Mobility
- Physical Co-ordination
- Manual dexterity
- Continence
- Ability to lift, carry or otherwise move everyday objects
- Perception of risk or physical danger

The school's Inclusion Profile and medical data from parents will be used to identify students who meet the broadened criteria of disability whilst personnel records will provide the same information about staff.

The full Disability Equality Scheme can be found on the school website. In line with the Equality Act 2010 we will not discriminate, will make reasonable adjustments and will promote equality.