

## ACCESSIBILITY AND EQUALITY PLAN

*This policy applies to the whole college, including boarding, and is publicly available at [natmatci.ac.uk](http://natmatci.ac.uk).  
Hard copies and accessible formats are available on request from the college office.*

**Legal Status:** Complies with the Education (Independent School Standards) (England) (Amendment) Regulations currently in force.

**Applies to:** The whole college including boarding.

**Monitoring and Review:** This policy is subject to continuous monitoring, review and refinement by the Principal. The Proprietors will undertake a full annual audit of the policy, its procedures and the efficiency of the associated policy systems. This review will be documented in writing and any deficiencies identified by the Proprietors will be remedied immediately. The policy may be reviewed earlier than the date given below, if significant changes to the systems and arrangements of the College take place, or if legislation, regulatory requirements or best practice guidelines so require. All College Staff will be informed of any updates or amendments made to this policy.

Signed:



Antonia Giovanazzi  
Principal



Dr Elizabeth McFarlane  
Proprietor's Nominated Person

**Policy Updated: January 2019**

Date of next review: January 2020

### INTRODUCTION

Compliance with the Equality Act 2010 is wholly consistent with the College's aims, equal opportunities policy, and the operation of the college's SEND policy.

This plan will contribute to the review and revision of related College policies, e.g.:

- Behaviour Policy
- Curriculum Policies
- Equal Opportunities Policies
- Health & Safety Policy
- Special Educational Needs Policy
- Teaching and Learning Policy

The Equality Act 2010 sets out the rights and duties for service providers, employers and educational institutions.

In formulating this plan, the College has considered the needs of all people who have a protected characteristic as defined in the Equality Act 2010.

These are Age (regarding staff, not students), Disability, Gender Re-assignment, Marriage and Civil Partnership (regarding staff, not students), Pregnancy and Maternity, Race, Religion Faith or Belief, Sex and Sexual Orientation.

The National Mathematics and Science College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. It is our aim that all students fulfil their potential.



## **EQUALITY ACT 2010 OVERVIEW OF DISABILITY**

The Equality Act defines a disabled person as 'someone who has a physical or mental impairment, which affects his or her ability to carry out normal day-to-day activities'. The effect must be substantial, adverse and long-term.

Under the Equality Act it is unlawful for the College to:

- directly discriminate against a disabled person;
- indirectly discriminate against a disabled person (i.e. doing something which is more likely to have an adverse effect on disabled students only) where it is not a proportionate means of achieving a legitimate aim;
- treat a disabled person unfavourably due to something arising from their disability where it is not a proportionate means of achieving a legitimate aim.

In addition, the Equality Act requires the College to make reasonable adjustments for disabled persons in certain circumstances. What is reasonable is determined on a case by case basis and may depend on resource implications and practicality.

The College must not harass a student because of his disability. This may include a teacher shouting at a disabled student because the disability means that he or she is constantly struggling with class-work or unable to concentrate.

## **ADDITIONAL REQUIREMENTS FOR SCHOOLS UNDER THE EQUALITIES ACT 2010**

Schools need to carry out accessibility planning for disabled students. Schools must implement accessibility plans which are aimed at:

- increasing the extent to which disabled students can participate in the curriculum;
- improving the physical environment of the College to increase the extent to which disabled students can take advantage of education, benefits, facilities and services provided;
- improving the accessibility of accessible information to disabled students. Schools need to have regard for the need to provide adequate resources for implementing plans and must regularly review them.

The College recognises its duty under the Equalities Act:

- not to discriminate against disabled students in their admissions and exclusions, and provision of education and associated services;
- not to treat disabled students less favourably;
- to take reasonable steps to avoid putting disabled students at a substantial disadvantage;
- to publish an Accessibility and Equality Plan.

The College is wholly committed to:

- reducing and eliminating barriers to access to the curriculum and to full participation in the academy community for students and prospective students with a disability;
- providing a caring and friendly environment;
- providing resources to cater for the needs of the individual students;
- promoting an understanding of disabilities throughout the College and an awareness of the needs of students with a disability.