

Our Lady Star of the Sea Catholic Nursery Disability Access Policy

Mission Statement

“You are precious in my eyes” - Isaiah 43

- *Our Lady Star of the Sea Catholic Nursery is committed to the widest and fullest education of all pupils in a partnership between home, nursery, parish and community.*
- *Our nursery aims to create a happy, ordered environment where all members feel secure, valued and respect each other.*
- *Our nursery aims to be a positive force within the Catholic Church inspired by the life of Christ in the Gospels*

1. Introduction

Our Lady Star of the Sea Nursery is committed to providing equality of access to the nursery by adopting best practice in relation to the buildings, the services it provides, the people it employs and the children who attend.

This policy statement sets out the principles that will guide our work with regards to disability access, and outlines the principal areas of responsibility.

2. Definitions

Disability is defined as a physical or mental impairment which has a substantial and adverse effect on a person's ability to carry out normal day-to-day activities.

Access means physical access to buildings, intellectual access to ideas and information, and access to services by a wide variety of means. In practice, the measures taken to improve access for people with disabilities, from an adoption of the principles of 'design' with the provision of ramps, to the introduction of tactile displays and toys will improve access for everyone and help many people who do not consider themselves 'disabled', or, whose disabilities are invisible.

3. Policy

Our Lady Star of the Sea seeks to ensure that learning opportunities and activities are accessible to everyone, wherever practicable. We aim to provide easy, dignified access to the whole provision both indoors and outdoors whenever this can reasonably be done.

4. Policy objectives

In pursuance of this policy, Our Lady Star of the Sea will seek to where possible improve and enhance all forms of access to provision and services, and will conform to the requirements of the 1995 Disability Discrimination Act (DDA) and the Equality Act 2010.

4.1 Access

Our Lady Star of the Sea will explore all methods of providing and improving access to nursery for people with limited mobility. Where physical access remains difficult or impossible, we will introduce alternative forms of interpretation in order to extend access as far as is practicable. Interpretative resources and toys will also be used to meet the needs of children and staff with cognitive and sensory impairments. Nursery will use Additional Educational Needs Funding (AEN) to ensure equal access to all children and families.

4.2 Services

Our Lady Star of the Sea will develop and promote a range of services for people with disabilities, both individually and in groups, and will consult with access groups in initiating and managing these services. All new building will be designed to accommodate the needs of people with disabilities. Wherever possible, existing services will be upgraded to the same standards as part of planned maintenance and refurbishment regimes.

4.3 Training

Specialist training for staff is integral to the implementation of this policy and will be included in the induction programme.

4.4 Employment

All staff are employed on the basis that they meet the agreed acceptable criteria for the post. Our Lady Star of the Sea follows the basic policy that disablement is no bar to recruitment or advancement, and, wherever possible reasonable adjustments will be made both as part of the recruitment process and whilst in employment. If an individual becomes disabled whilst in post or a new recruit requires reasonable adjustments to be made before they can take up appointment, then the current legislative requirements will be followed.

4.5 Consultation

Our Lady Star of the Sea nursery is committed to the process of consultation with respect to disability access and service improvement and where appropriate will seek advice from specialist access consultants and the relevant agencies.

4.6 Review

Our Lady Star of the Sea nursery will regularly review its policies and guidelines relating to disability access and amend both in relation to evolving best practice and the development of new techniques.

5. Policy implementation plan

The implementation of the Disability Access Policy will be outlined and form an integral part of all forward plans. Implementation requires the preparation of Access Plans, these will be reviewed annually. The Access Plan should address the following key issues:

- * Physical access;
- * Interpretation and communication
- * Integration;
- * Education programmes;
- * Staff training;

- * Employment;
- * Resource requirements and timetables for action;
- * Review, monitoring and evaluation.

It is essential that all members of staff accept and understand their own role in improving access and that overall responsibility for policy development, implementation and monitoring rests with the nursery supervisor.

6 Disability strategic action plan

6.1 Physical access

- Goal
To establish best practice in terms of access, whether through design solutions which encompass physical alteration or by providing alternative means of access to the nursery.
- Strategy
Identify where and how improvements to physical access can be made and agree an implementation programme; provide alternative forms of access where physical adaptations are not possible; incorporate both into development and maintenance programmes.
- Action
Management Committee

6.2 Interpretation and communication

- Goal
To effectively communicate information to everyone, including staff, children and visitors with disabilities.
To provide information in alternative formats and/or by alternative means.
To provide and promote appropriate forms of interpretation, adapted programmes and specialist services for people with disabilities.
- Strategy
The research, development and targeted promotion of various methods of interpretation and communication within the context nursery.
- Action
Management Committee

6.3 Integration

- Goal
To develop opportunities to integrate people with disabilities into nursery life and its activities, whether as a member of staff, child or visitor.
- Strategy
Review existing Our Lady Star of the Sea policies and plans in relation to the requirements of the DDA to ensure that no obstacles to access remain in place. To actively work with existing members of staff and advisory bodies to ensure that best practice is adopted and followed as an employer and as a service provider.
- Action
Management Committee.

6.4 Education and special activities

- Goal
To provide appropriate activities and play opportunities for people with disabilities.
Additional Educational Needs Funding (AEN)
- Strategy
Prepare new or adapt existing activities in collaboration with specialist providers.
- Action
Management Committee

6.5 Staff training

- Goal
To provide disability awareness training for all members of staff, together with specialist training where appropriate.
- Strategy
Allocate resources (training and staff cover costs) within all training budgets, based on a comprehensive assessment of needs and commitments.
- Action
Supervisor. Management Committee

6.6 Employment

- Goal
To remove all obstacles to employment and career development within nursery for people with disabilities.
- Strategy
A Single Equalities policy will promote nursery's commitment to DDA. Staff will be made aware of their responsibilities in respect of individuals with disabilities and clear guidelines will be available on how to deal with individual situations. The manager is responsible for advising on the policy, monitoring individual cases and providing feedback to all parties' involved and facilitating cases where problems arise. There is a complaints process for those who feel they have suffered any form of discrimination, harassment or victimisation.
- Action
Management Committee.

6.7 Resource requirements

- Goal
To provide adequate and appropriate resources for staff, children & visitors to nursery and in compliance with the requirements of the DDA standards.
- Strategy
Incorporate access improvements into all site maintenance and development budgets to ensure the best practice is established and followed.
- Action
Management Committee.

6.8 Review and evaluation

- Goal
To regularly evaluate improvements to access and to act upon the results of such evaluation.
- Strategy
Establish review and reporting procedures through staff meetings.
- Action
Management Committee and all staff.

Signature of Chair of Committee members: _____ Date: _____

Signature of Nursery Supervisor: _____ Date: _____

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