

Policy document control box

Policy title	Disability and Discrimination
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RB Worthing approving body	Red Balloon Worthing Governing Body
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Purpose

Red Balloon (RB) Worthing is committed to ensuring that all young people, regardless of disability or other protected characteristics, are able to thrive, participate fully, and achieve within the Centre.

This policy reflects RB Worthing's commitment to:

- Promoting equality of opportunity
- Eliminating discrimination
- Fostering inclusive and positive attitudes towards disability

This policy is written in accordance with the Equality Act 2010, which provides the current legal framework for protecting individuals from discrimination. [\[gov.uk\]](https://www.gov.uk)

Scope

This policy applies to:

- All learners
- All staff
- Governors and trustees
- Visitors and external professionals

All members of the RB Worthing community share responsibility for:

- Preventing discrimination
- Promoting inclusion
- Supporting learners with disabilities

Leadership and governance bodies hold overall accountability for ensuring compliance.

Legal Framework

This policy is informed by the following legislation and guidance:

- Equality Act 2010
- Children and Families Act 2014
- SEND Code of Practice (2015)
- Disability Equality Duty
- Relevant Department for Education guidance

The Equality Act 2010 places legal duties on schools to ensure they do not discriminate and to make appropriate adjustments for disabled pupils. [\[assets.pub...ice.gov.uk\]](https://assets.publishing.service.gov.uk)

Definition of Disability

Under the Equality Act 2010:

A person is disabled if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

This includes (but is not limited to):

- Physical impairments
- Sensory impairments
- Learning difficulties (e.g. dyslexia)

- Neurodevelopmental conditions (e.g. autism, ADHD)
- Medical conditions (e.g. epilepsy, cancer)

This definition ensures broad protection for learners whose ability to participate fully is affected.

[\[assets.pub...ice.gov.uk\]](#)

Public Sector Equality Duty (PSED)

RB Worthing will meet its Public Sector Equality Duty by:

- Eliminating unlawful discrimination, harassment and victimisation
- Advancing equality of opportunity between individuals with and without disabilities
- Fostering good relations between different groups

This includes giving due regard to these aims in all decision-making and policy development.

[\[assets.pub...ice.gov.uk\]](#)

Protection from Discrimination

RB Worthing does not tolerate discrimination in any form.

The following types of discrimination are unlawful:

Direct Discrimination

Treating a learner less favourably because of disability.

Indirect Discrimination

Applying a policy or practice that disadvantages disabled learners.

Discrimination Arising from Disability

Treating a learner unfavourably because of something connected to their disability.

Harassment

Behaviour that violates dignity or creates a hostile, degrading or offensive environment.

These protections apply to all aspects of school life, including:

- Teaching and learning
- Admissions
- Trips and enrichment
- Behaviour management
- Access to facilities

Reasonable Adjustments

RB Worthing will take proactive steps to ensure that disabled learners are not placed at a substantial disadvantage.

The Centre will:

- Anticipate potential barriers
- Modify policies, practices, and procedures
- Provide appropriate support strategies
- Ensure access to learning and wider activities

The duty to make reasonable adjustments is anticipatory and applies to all areas of school provision. [\[citizensad...ice.org.uk\]](#)

Decisions around adjustments will consider:

- Effectiveness

- Practicality
- Health and safety
- Resources

Accessibility Planning

RB Worthing will maintain a three-year Accessibility Plan which is reviewed annually.

The plan addresses:

- Increasing access to the curriculum
- Improving the physical environment
- Improving the accessibility of information

This is a statutory requirement under the Equality Act 2010. [\[legislation.gov.uk\]](https://www.legislation.gov.uk)

The plan will be:

- Published
- Regularly reviewed
- Monitored for impact

Equality Objectives and Publication

RB Worthing will:

- Publish equality objectives at least every four years
- Provide accessible information on how duties are being met
- Report progress annually

This ensures transparency and accountability in promoting equality.

Roles and Responsibilities

Governors

- Ensure compliance with legal duties
- Approve and review this policy
- Monitor impact and outcomes

Head of Centre

- Lead implementation of this policy
- Ensure staff training and awareness
- Monitor practice and compliance

SENCo

- Coordinate support for learners
- Advise staff on reasonable adjustments
- Support accessibility planning

Staff

- Implement inclusive practices
- Promote positive attitudes
- Identify and remove barriers

Monitoring and Review

This policy will be:

- Reviewed annually
- Evaluated in line with accessibility planning
- Informed by feedback from learners, staff, and families

Progress will be reported to governors.

Related Policies

This policy should be read alongside:

- Behaviour for Learning Policy
- Safeguarding Policy
- SEN Policy
- Staff Code of Conduct
- PSHEE Policy