

## **DISCLOSURE OF A DISABILITY IN OUR ADMISSIONS AND APPLICATIONS PROCEDURES**

A person is considered disabled under the Disability Discrimination Act (1995) if 'he or she has a physical or mental impairment that has a substantial and long term adverse effect on his or her ability to carry out normal day to day activities'.

**'Impairment'** covers physical or mental impairments, including sensory impairments such as those affecting sight or hearing.

**'Substantial'** means something that is more than minor or trivial – the general understanding of disability is that it is a limitation beyond the normal differences in ability which might exist among people.

**'Long term'** is one that has lasted at least twelve months, or where the total period for which it lasts is likely to be at least twelve months, or which is likely to last for the rest of the person's life.

**'Normal day to day activities'** include: mobility, manual dexterity, physical co-ordination, continence, ability to lift, carry or otherwise move everyday objects, speech, hearing or eyesight, memory or ability to concentrate, learn or understand, perception of the risk of physical danger.

### **How this defines people using our school:**

The definition is broad and includes those with a wide range of impairments, including learning disabilities, dyslexia, autism, speech and language impairments, Attention Deficit and Hyperactivity Disorder (ADHD), diabetes or epilepsy, where the effect of the impairment on the person's ability to carry out normal day-to-day activities is adverse, substantial and long-term. All those with cancer or surviving cancer, HIV or Multiple Sclerosis are now included from the point of diagnosis.

We are committed to ensuring that all pupils, parents, employees and other users of our school are not discriminated against because of their disability/ies. We are also committed to adjusting our policies and procedures to ensure that everyone can use our school and benefit from its facilities.

If you disclose your disability in your application to us, it will be treated in utmost confidence. We will use this information for monitoring purposes and to ensure that our policies and procedures enable you to use our school effectively. We will also ensure that we make reasonable adjustments to facilitate you wherever we can.