



## **POLICY ON SPECIAL EDUCATION NEEDS & DISABILITY ACT 2001 (SENDA)**

*To realise – in mind, body and spirit – the full potential of every member of the St Edmund's Family, through Catholic values, learning, service and leadership.*

*Avita Pro Fide*

*St Edmund's is committed to ensuring the welfare and protection of children in its care and this commitment is a fundamental part of the role of every person employed by St Edmund's.*

### Legislation

The Special Education Needs and Disability Act 2001 (SENDA) amended the Disability Discrimination Act (DDA) 1995. The Acts placed requirements on employers and service providers not to discriminate against disabled people.

The Governors of St Edmund's College and St Edmund's Prep School (jointly referred to as St Edmund's) recognise that it is unlawful to discriminate against students, staff or visitors with a disability and that they and/or individuals could face litigation for any failures to abide by the Act.

St Edmund's supports the social model of disability and is committed to equal opportunities and working in the best interests of people with a disability. The social model of disability focuses on the extent to which the environment, its services and facilities are "enabling" or "disabling". St Edmund's aims, where it is reasonable to do so, to make adjustments to generate a more "enabling" environment and to create a non-discriminatory culture, for the benefit of all students, staff and visitors. The Code of Practice by the Disability Rights Commission forms the basis of St Edmund's approach to creating a more "enabling" environment and services.

### Definition of Disability

The Disability Discrimination Act defines disability; "A disabled person is someone who has a physical or mental impairment, which has an effect on his or her ability to carry out normal day to day activities. That effect must be:

- substantial (that is, more than minor or trivial), and
- diverse, and
- long-term (that is, has lasted or is likely to last for at least 12 months or for the rest of the life of the person affected)"

The Disability Rights Commission Code notes that "Physical or mental impairment includes sensory impairments. Hidden impairments are also covered (for example, mental illness or mental health problems, learning difficulties, dyslexia and conditions such as diabetes or epilepsy)"

### Discrimination

Discrimination is not only treating someone less favourably than someone else for a reason relating to his/her disability without justification but also failing to make a reasonable adjustment.

## Reasonable adjustment

SENDA does not define what reasonable steps an institution should take, but focuses on accessing the curriculum and not placing students at a “substantial” disadvantage. In considering what constitutes a reasonable adjustment, St Edmund’s will take into account:-

- The need to maintain academic standards
- The need to maintain other prescribed standards (e.g. standards of an external validating body)
- The cost of taking a particular step and the financial resources available
- The extent that it is practical to make a particular adjustment.
- Health and safety considerations
- The relevant interests of other people, including other students.

## St Edmund’s Accessibility Panel and Access Plan/Strategy

St Edmund’s has an accessibility panel that will consider and draw up an Access Plan, which will be reviewed at regular periods and, as necessary, having regard to individual student access needs. The panel can be comprised of any member of staff that the Headmaster believes should be in attendance given the specific nature of the case. Likely members of the panel would be:

- Headmaster
- Headmaster of the Prep School
- Health & Safety Advisor
- Head of Estates
- SENCO
- Deputy Head Academic
- Deputy Head Pastoral
- Health Centre Manager
- Bursar

The panel will consider a plan that addresses the areas of:-

- Marketing media, admissions procedures and documentation
- Examinations and assessments
- Teaching including classes, lectures, seminars, practical sessions
- Libraries, learning centres and their resources
- Learning equipment and materials such as class handouts, laboratory equipment, computer facilities, classrooms, labs etc.
- Careers advice, training and careers libraries
- Leisure, recreation, entertainment, catering and sports facilities
- Work placements, field trips
- Health, counselling, chaplaincy, welfare services
- Residential accommodation

## Disclosure

St Edmund’s seeks to ensure that students with a disability are offered appropriate support and guidance to enable them to benefit fully from their time at the College, both academically and socially. In order to achieve this, we will need to know if a student has a disability and applicants

will therefore be asked to disclose this information at admission and at other key points such as application for residential accommodation, examinations, courses, etc.

### Confidentiality

A disabled student has a right to request that the existence or nature of his/her disability be treated as confidential. In determining whether it is reasonable to make an adjustment, St Edmund's must have regard to the extent that making the adjustment is consistent with a request for confidentiality. In some instances, this may mean that reasonable adjustments have to be provided in another way in order to preserve confidentiality. In some cases a confidentiality request might mean that a less satisfactory reasonable adjustment is provided, or that no reasonable adjustment can be provided.

### Staff Responsibilities

All staff have a responsibility to:-

- Ensure that a disabled person is not treated less favourably than someone else for a reason relating to a person's disability.
- Not indirectly discriminate against a student with a disability by failing to make a "reasonable adjustment" when a disabled student is placed, or is likely to be placed, at a "substantial disadvantage" in comparison with a person who is not disabled.
- If a student discloses a disability to you, request their permission to forward this information to relevant colleagues.
- If you teach, give consideration to delivery methods, materials available in alternative formats, provision of course materials in advance and appropriate assessment. Reference to a practical guide for accessible curricula is available at <http://www.techdis.ac.uk/pdf/curricula.pdf>.

### Complaints

Students with a disability who believe that they have been subject to discrimination and wish to raise a complaint with St Edmund's should use the St Edmund's complaints procedure.

Owner of policy:	Deputy Head Pastoral		
Reviewed by:	Deputy Head Pastoral		
Frequency of review:	Every 3 Years		
Policy last reviewed:	Lent	2026	
Next review date:	Lent	2029	
Sub-Committee reviewed at:	Education Sub-Committee		