BRADFIELD COLLEGE

Disability and Reasonable Adjustment Policy

1 Introduction

Bradfield College is committed to promoting equality and to creating and maintaining an environment in which all pupils and staff are treated fairly, regardless of disability. The rights and aspirations of those with disabilities are recognised and Bradfield College consults with pupils, parents and staff in considering how individual needs can be met. As required by the Equalities Act (2010), Bradfield College recognises its duty to create policies and practices to provide reasonable support to those with disabilities. An Access Plan details measures to broaden access to education and the physical environment by reducing barriers to participation. Reasonable adjustments ensure that disabled pupils do not experience unlawful discrimination with regard to auxiliary aids and services. Keeping Children Safe in Education (KCSIE) emphasises that those with SEN and disabilities may be especially vulnerable and that these groups warrant special awareness and safeguarding measures.

'Disability' refers to a physical and/or mental impairment that has a substantial, long term adverse effect on a person's ability to carry out normal day to day activities, including a disability with regard to learning. Needing support does not in itself mean a pupil is disabled. Specific learning difficulties such as dyslexia, ADHD, Development Co-ordination Disorder and Asperger's Syndrome have the potential to be considered disabilities if they significantly affect day-to-day activities. Disability is determined on a case-by-case basis.

2 Admissions

Bradfield College welcomes all pupils who meet the entry criteria detailed in the Admissions Policy. Bradfield College is academically selective. For a pupil to benefit from their educational experience, Bradfield College recognises that it must be able to educate and develop the prospective pupil to the best of their potential and in line with the general standards achieved by the pupil's peers. It is also essential that entrants should be able to participate in the co-curricular aspects to fully flourish in the environment.

Bradfield College considers every child as an individual and welcomes pupils with disabilities provided reasonable adjustments can be made meaning they are able to cope with the demands of the College site. On application, parents are required to inform us of medical conditions and any form of disability or need for support, so that reasonable arrangements can be considered. Parents should discuss their child's requirements with the Admissions team and the Head of SSSD before registering their child for entrance examinations so that we may consider whether reasonable adjustments are possible to provide adequate provision. While assessing any pupil, or prospective pupil, Bradfield College may take advice and require such assessments that it regards appropriate.

3 On entry

3.1 The needs of disabled pupils require special consideration. Bradfield College consults carefully with parents and other professionals about adjustments that may reasonably be made before they become a pupil. If a pupil is disabled, consideration will be given to whether any reasonable adjustments can be made to remove the disadvantage the pupil might face compared with a non-disabled pupil. Failure to disclose a known disability would be viewed as a breach of contract and a place at Bradfield could be withdrawn.

3.2 Reasonable adjustments may include:

- Staffing SSSD with specialist teachers
- Meeting needs in the classroom through careful setting, differentiated learning tasks and catering for pupils' individual learning needs
- Administering in-house screening tests to identify needs
- Making appropriate access arrangements for pupils taking external exams, such as use of laptops, prompts, rest breaks or strategic seating.
- Study skills support (1:1 and group work)
- Short-term 'catch up' or 'drop in' booster support
- Budgeting for staff training, which includes attendance at SEN courses
- Counselling/Talking Therapies
- Customised co-curricular (main games) provision
- Providing additional medical training to House staff
- Allowing pupils to have mobile phones in school to monitor apps

3.3 Charges may be made for additional support which is not considered a reasonable adjustment. Whether an adjustment is 'reasonable' will depend on a number of factors including (but not limited to):

- Whether the adjustment will remove the disadvantage
- Cost
- Resources available (including staff)
- Practicality of making the adjustment
- Health and Safety
- The interests of other pupils

4 Staff training

Teachers receive training in providing classroom support for pupils with learning and other disabilities and impairments. House staff may receive additional training in order to support pupils with specific medical conditions such as diabetes or epilepsy.

5 Physical Accessibility

Bradfield College's Access Plan makes progressive provision for improving physical access to buildings where possible and reasonable, within the constraints of historic buildings requirements. The site covers a wide area and consists of many separate buildings, including Grade I and II listed buildings. Older buildings, including boarding houses, may have several stories and few have lifts. New buildings comply with accessibility requirements. The campus is large, hilly and spread over a considerable distance. This requires pupils to move across site and up and down stairs from one classroom to another. Accessibility must be considered prior to admission so that parents of prospective pupils with disabilities are informed in advance if reasonable adjustments cannot be made.

6 Medical Centre

The Bradfield College Medical Centre is fully staffed Monday to Saturday during office hours and qualified nurses are available in an emergency. Overnight cover is provided as a "waking" duty rather than "awake" through the night as the rota is covered by the pool of day cover nurses. The College Doctor holds a daily surgery Monday to Friday. The Medical Centre team is happy to discuss any pupil's health difficulties and the management of any medical condition. All boarders should register with the Chapel Row Surgery in order to ensure the most effective and timely medical support.

7 Welfare

Bradfield College takes great care to provide a safe, caring environment for all its pupils. Boarding House and teaching staff are aware of pupils' disabilities and House staff are trained to administer medicines in certain circumstances.

Bradfield College's excellent pastoral care system is based on tutors and House staff and is augmented by the Senior Chaplain, Assistant-Chaplain and Talking Therapy Team. All staff are regularly trained in child protection issues. A Designated Safeguarding Lead/Team for Child Protection, the Deputy Head Pastoral (DHP) and a designated Council member are responsible for child protection issues. Full details are contained in the Child Protection Policy.

8 Staff

It is intended that the broad principles outlined above for disabled pupils should apply equally to disabled members of staff and that disabled members of staff should experience Bradfield College as a supportive and caring environment. Reasonable adjustments can be made to the workplace or in work processes where needed, in consultation between the Head of HR, the member of staff, his/her line-manager and, if necessary, other relevant professionals.

9 Learning Support

Some disabled pupils may require specialist support from the SSSD Department, and this should be discussed with parents before they confirm their child's place. SSSD teachers liaise with academic and pastoral staff about practical ways of supporting disabled pupils and promoting access and participation in the curricular and extra-curricular programmes.

Special arrangements are made for examinations, where needed, for disabled pupils. Examination access arrangements are made in accordance with the regulations stipulated by JCQ. SSSD will advise disabled pupils about the use of assistive technology to aid learning, where appropriate. Reasonable adjustments made to support learning may include, for example, providing large print documents for a pupil with impaired vision, scribe software, rests or prompts in examinations, and strategic seating. Bradfield College does not provide human scribes or teaching assistants in timetabled curriculum lessons.

10 Complaints

All members of the Bradfield College community are obliged to promote equality and avoid unlawful discrimination. Concerns or queries about this policy should, in the first instance, be discussed with the Deputy Head Pastoral. Any formal concern may also be raised through College's Complaints procedure.