

# AL-ISLAH GIRLS HIGH SCHOOL

## DISABILITY DISCRIMINATION POLICY

### Policy Statement

Al-Islah Girls High School is committed to offering a service to both its current pupils, prospective pupils, current staff and prospective staff which does not discriminate them on any grounds, including disability (D.D.A. Act 1995). This approach is firmly endorsed by Islamic teaching.

### Anti-discrimination Procedure

At Al-Islah Girls High School, the Senior Management Team, senior staff, and other staff at all levels will prevent discrimination against disabled pupils and staff by:

- Applying the same pre-admission criteria for a disabled prospective pupil. Disability will not be a ground for refusal. Applying the same pre-selection criteria for a disabled prospective teacher/member of staff.
- Ensuring that disabled pupils/teachers are not treated less/more favourably because of their disabilities.
- Al-Islah Girls High School will (in accordance with the school's Accessibility Plan) cater for the needs of disabled pupils/teachers, current or prospective, irrespective of whether the disability is short term or long term by making reasonable adjustments.
- These adjustments will, as far as is possible, be anticipatory changes so that disabled pupils/teachers do not have to 'grin and bear' provision.
- By providing reasonable support e.g. over-16 partners, voluntary buddies to assist such pupils.
- By acquiring good and insightful information about disabled prospective pupils/staff to check provision and inform adjustments around the school and within learning and boarding environments.
- This will be achieved through early meetings with parents, the disabled pupil and other relevant bodies or by ascertaining the disabled staff member's needs prior to appointment.
- Al-Islah Girls High School will consider any requests from parents/disabled pupils/disabled members of staff to keep confidential the nature or the existence of disability, and where this is deemed reasonable, such a request would be honoured. However, all members of staff would be informed of the disability and required to keep this information confidential.
- This policy will be regularly revised and updated.