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DISABILITY POLICY

1. Policy Statement

Central School of Dancing & Performing Arts is committed to promoting equality, diversity, and inclusion. We value the contribution of every individual and aim to ensure that all students, staff, and visitors—regardless of disability—can access and participate fully in the life of our school.

We recognise our responsibilities under the **Equality Act 2010** and are committed to taking proactive steps to eliminate discrimination and provide equal opportunities for disabled people.

2. Definition of Disability

Under the Equality Act 2010, a person is considered to have a disability 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 disabilities
- Sensory impairments (e.g., visual or hearing)
- Learning difficulties (e.g., dyslexia, autism)
- Long-term mental health conditions
- Chronic health conditions (e.g., epilepsy, diabetes)

3. Our Commitments

We will:

- Treat all individuals fairly and with respect.
- Ensure disabled students and staff are not disadvantaged or excluded.
- Make **reasonable adjustments** to teaching methods, communication, facilities, and schedules where necessary.

- Ensure our performances, workshops, and events are as accessible as possible.
- Provide training and guidance for staff to support inclusive practice.
- Consult with disabled students, parents/carers, and staff to improve accessibility and support.

4. Access and Adjustments

We will:

- Regularly assess the accessibility of our facilities.
- Adapt teaching materials, communication formats, and studio use to meet individual needs.
- Work with individuals to create personalised access or support plans where appropriate.
- Consider access needs in all planning for performances, auditions, and school events.

5. Disclosure and Confidentiality

We encourage students, parents/carers, and staff to inform us of any disabilities or support needs so we can work together to provide appropriate support. All disclosures will be handled confidentially and respectfully.

6. Complaints and Concerns

If any student, parent/carer, staff member, or visitor feels they have been treated unfairly or discriminated against on the grounds of disability, they are encouraged to raise their concerns with the Principal or designated safeguarding lead. Complaints will be taken seriously and dealt with promptly and sensitively.

7. Monitoring and Review

This policy will be reviewed annually or when there is a significant change in legislation or school operations. Feedback from students, staff, and parents is welcomed to improve our approach.

Signed	Position	Date	Review
F. Carpenter	Co-owner and Joint Principal	01/09/2025	12 Months
A. Carpenter	Co-owner and Joint Principal	01/09/2025	12 Months