



## Disabled Access Policy Disability Discrimination Act 2002

The Young Dancers Academy is committed to ensuring that the resources and talents of all its staff and students are utilized to the full and that no job applicant, employee or student receives less favourable treatment in any aspect of employment or of education on the grounds of gender, ethnic origin, nationality, colour, religious belief, marital status, sexual orientation, socio economic grouping, disability, learning difficulty or health problem which cannot be shown to be relevant to performance in the job or position within the school. This policy is supported by the school's Equality and Diversity policy.

Wheelchair users are able to access the ground floor at the Young Dancers Academy via the ramp and through the double doors at the front of the building. The school has a disabled toilet in the changing area. The ground floor dance studio and reception area are fitted with a ramp for easy access. Staff meetings, parent consultations can be held in the reception area or studio and a classroom can also be set up in this space.

At present the 1<sup>st</sup> floor is not accessible for wheelchair users. On entry to the Young Dancers Academy all students will be assessed to identify anyone who would benefit from additional support with their studies. If during the training it is noticed that a student is having difficulties a meeting will be set up between the students, parents, parents and staff to assess the best course of action. Meetings will then continue to take place once every term to make sure that all prearranged targets are set.

Action	Timescale	Target and responsibility
Ground floor of the school building accessible to all disabilities and wheelchair users. Toilet and Changing areas accessible and dance studio.	Reviewed during Covid. Action is current with government guidelines.	All targets have been met and are regularly checked by the school's SMT, H&S auditors, London City Fire and landlord.
Continue staff training to update and revise Equality and Diversity policy and disabled discriminations policy.	Ongoing checks in line with Health and Safety Policy and Fire procedures.	Ongoing staff training and regular meetings to ensure that the needs of all students and staff are met.
Continue staff meetings regarding the update of all policies.	Ongoing	SMT
Staff kept up to date with any policy changes.	Ongoing	SMT

Policy written by	Kerry Williams – Executive Director
Date revised	September 2022
Review Schedule	1 year
Next review date	September 2023