

Policy



Disability Discrimination Policy

*Nurturing today's young people,
Inspiring tomorrow's exemplary citizens*

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SECTION 1 – POLICY STATEMENT

AJI is committed to offering a service to both its current pupils, prospective pupils, current staff and prospective staff which does not discriminate against them on any grounds, including disability (Equalities Act 2010). This approach is firmly endorsed by Islamic teaching.

SECTION 2 – ANTI-DISCRIMINATION PROCEDURE

AJI will prevent discrimination against disabled pupils and staff by:

- Applying the same pre-admission criteria for disabled and non-disabled prospective pupils. Disability will not be a ground for refusal.
- Applying the same pre-selection criteria for disabled and non-disabled prospective teachers/members of staff.
- Ensuring that disabled pupils/teachers are not treated less favourably because of their disabilities.
- Catering 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 (in accordance with the School's Accessibility Plan). These adjustments will, as far as is possible, be anticipatory changes so that disabled pupils/teachers do not have to 'grin and bear' provision.
- Providing reasonable support e.g. voluntary buddies to assist disabled pupils.
- Ensuring all candidates have an equal opportunity to demonstrate their abilities in assessments and tests, especially externally assessed exams.
- Acquiring good information about disabled prospective pupils/staff to check provision and inform adjustments around the school.

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.

AJI 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 will be honoured. However, members of staff may have to be informed of the disability; in such a case, they will be required to keep this information confidential.