



JPAC LTD ACCESSIBILITY POLICY

From September 2002, the **Disability Discrimination Act 1995**(DDA) applied to all providers of early years services. All settings **MUST** comply with the legislation. The DDA duties apply to **all maintained and non-maintained childcare providers** (schools, pre-schools, day nurseries, Out of school clubs, holiday play schemes and childminders.)

JPAC Ltd will ensure that all children, irrespective of their disability, can wherever possible become part of the setting community to promote equal opportunity for children with disabilities. JPAC Ltd works with all Local Authorities to provide holiday and term time care for children by providing places requested by the Inclusion Services. "You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities."

(Legislation generally defines disability as physical, sensory, intellectual or mental impairment. Discrimination means treating children less favourably than others without justification. -

AIMS

To enable all children irrespective of disability to feel part of and be fully integrated into the club.

THE POLICY

The setting will:

- Be compliant with the Disability and Discrimination Act
- Ensure planning is on-going to allow the setting to make reasonable adjustments to facilitate access for all children. For example, when equipment audits are carried out special consideration will be given to children who may require specific equipment. The registered person will liaise with parents and the Local Authority to ensure that children gain full access to the provision offered by the setting.
- Liaise with the school if children appear to be experiencing problems with the physical environment with the intention that reasonable adjustments can be

made to ensure the physical environment of the school is improved for the purpose of increasing the extent to which disabled children are able to take advantage of the club.

- Identify staff training needs to effectively meet the diverse abilities and disabilities of all children e.g. manual handling, signing, behaviour modification.
- Provide opportunities to provide effect practice in the development, implementation and evaluation of accessibility strategies
- Promote equal opportunities
- Show commitment to both the spirit and statutory requirements of legislation, especially partnership between children, parents/carers and other services.

Reviewed September 2015

Reviewed October 2016

Reviewed March 2019