



Disability Policy

The school disability policy is to create an inclusive education and training environment for all prospective and current students with disabilities seeking to or studying at Integrated International School. The school is committed to providing a positive learning environment for all students, celebrating diversity and ensuring equal opportunity.

According to Singapore's Enabling Masterplan, persons with disabilities refer to those whose prospects of securing, retaining places and advancing in education and training institutions, employment and recreation as equal members of the community are substantially reduced because of physical, sensory and intellectual disabilities as well as autism.

Forms of disabilities:

- a) Physical disabilities can result from congenital causes or acquired from serious illnesses or injury.
- b) The two main types of sensory disability are visual impairment and deafness/hard of hearing. People with such disabilities have either partial or complete loss of sight or hearing.
- c) Intellectual disability is mainly established by a person's intelligence quotient (IQ of 70 or below).
- d) Autism is a pervasive developmental disability currently with no known causes or cures.

Commitment, Responsibilities and Obligations

Commitment

All staff and students at all levels of the organisation are encouraged to embrace diversity and inclusion. The commitment will ensure that all staff members at our school are informed about the wide diversity of disability issues among students. Students will also participate in induction activities to ensure they are aware and understand the wide variety of disabilities within the school. The collective informed knowledge will enable the organisation to cultivate an inclusive environment that promotes the education, employment and wellbeing of all students with disabilities in the school.

School Responsibility

The school is responsible for training, educating and assisting staff to engage them in a broad comprehensive understanding of the diverse learning needs of students with disabilities. The Academic Department promotes diversity and inclusion across all levels of the school through its activities. It involves ensuring equal opportunities for all and promoting inclusive teaching and learning for students with disabilities as well as all mainstream students in the school.

The school is responsible for ensuring appropriate inclusive teaching strategies and reasonable adjustments are in place to support students participating in the support approach.



Staff Responsibilities

The staff is responsible for developing knowledge and empathy for students with disabilities. Staff members must keep up to date on inclusive teaching practices and consider innovative and reasonable adjustments to ensure the full participation of students with disabilities in classrooms, offshore and online. Providing support options and provisions can be done in consultation with the Academic Department. The school will be better able to respond to ensure that students with disabilities have equal opportunities in school.

Student Responsibilities

All students must take responsibility for their behaviour while interacting within their daily school life and must be considerate of the needs of students with disabilities. There will be no tolerance of bullying, harassment, sexual harassment or victimisation of students in general but especially of students with disabilities at the school. Such inappropriate behaviours will be reported to the authorities at any time. For any assistance from the Admissions/Student Services, disabled students should contact the school directly. The school may require the student to submit documentation of their disability before they are allowed to receive assistance.

Obligation of the School

The school's responsibility is to ensure that appropriate resources are available to meet the school's obligations for providing reasonable adjustments and meeting the needs of students with disabilities who are registered at the school. According to the recommendations as stipulated in the Enabling Masterplan 3, the school will take reasonable steps to including consultation about reasonable adjustments, to ensure that students with disabilities are able to undertake the following on the same basis as students without disabilities and without experiencing discrimination: (i) Enrolment (ii) Participation (iii) Curriculum development, accreditation and delivery (iv) Student support services (v) Elimination of harassment and victimisation.

Support for Students with Special Education Needs (SEN) in Mainstream Schools

Enrolment

- a) Prospective students will not be discriminated against based on disability. Students with disabilities must meet the course entry requirements just like all other students.
- b) The application form encourages students to disclose disabilities. The school encourages students to disclose their disabilities and ensures they receive appropriate support and assistance with their studies.

Participation

- a) The school will take all reasonable steps to ensure the inclusion and accessibility of students with disabilities to all aspects of the student and campus life.



Curriculum Development, Accreditation and Delivery

- a) The school aims to offer its training programs and to promote inclusive teaching and learning practices that will benefit students with disabilities by giving them equal opportunities to participate in educational experiences. Students with disabilities will receive reasonable accommodations and supports to ensure that they can meet the inherent course and assessment requirements and satisfy the relevant educational standards related to their studies.

Student Support Services

- a) Students of all abilities, including those with disabilities, can receive intervention (i.e., behavioural therapy), counselling, study skills and course advice from the school
- b) Students with disabilities who complete the application process through disclosure can receive support from the school's 'Support Services'. Students with disabilities may be asked to provide relevant medical documentation. The academic support provision will be negotiated once the registration process is complete, allowing students to ensure equal participation in learning and study.

Elimination of Harassment and Victimization

- a) The school provides educational and other services to all students, including those with disabilities, without discrimination, harassment, or victimization.

Procedures For Dealing with Complaints

The procedures for dealing with complaints which breach this policy are the same as those set out in the school Safeguarding Management Systems Policy.

Professional Development and Awareness Raising

Staff induction and professional development programs will include components on disability awareness and rights and on the obligations of education and training providers.

The school will provide training, education and assistance to management and staff to equip them to work effectively with student/s with disabilities.

External agencies offering information to students

The school endeavours to provide a robust environment where students' concerns are attended to and addressed internally. If a student with disability is not satisfied with the outcome of any internal complaints



and grievance process, the student has the option of seeking additional support and assistance from an external agency including but not limited to those listed below:

External Agencies	
Committee for Private Education 1 Paya Lebar Link #08-08 Paya Lebar Quarter 2 Singapore 408533 Email: https://portal.ssg-wsg.gov.sg/ Tel: 6785 5785	SG Enable 20 Lengkok Bahru Singapore 159053 Email: contactus@sgenable.sg Website: www.sgenable.sg Tel: (65) 1800-8585-885

