

## Disability Equality Scheme

Shapla Primary School is committed to ensuring equality of education and opportunity for disabled pupils, staff and all those receiving services from the school. It aims to develop a culture of inclusion and diversity in which people feel free to disclose their disability and to participate fully in school life. The achievement of disabled pupils will be monitored and data will be used to raise standards and ensure inclusive teaching. The school will make reasonable adjustments to make sure that the school environment is as accessible as possible. Diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit Shapla.

### DEFINITION OF DISABILITY

The Disability Discrimination Act 2005 (DDA) defines a disabled person as someone who has 'a physical or mental impairment which has a substantial or long-term adverse effect on his or her ability to carry out normal day-to-day activities'. It also includes people with HIV, multiple sclerosis and some types of cancer.

### THE DUTY

The Disability Discrimination Act 2005 places a general duty on schools, who need to have due regard for the following when carrying out their functions:

- Promoting equality of opportunity between disabled people and other people;
- Eliminating discrimination that is unlawful under the DDA;
- Eliminating harassment of disabled people that is related to their disability;
- Promoting positive attitudes towards disabled people;
- Encouraging participation in public life by disabled people;
- Taking steps to meet disabled people's needs, even if this requires more favourable treatment.

The Disability Equality Duty (DED) and applies to all disabled pupils, staff and those using services provided by schools. Shapla has additional responsibilities as a service provider to make its buildings accessible. Information sent to parents, including the school newsletter, will ensure that it is accessible to its audience. Events for parents and carers such as open evenings, meetings with teachers, will be held in accessible parts of the building.

### MONITORING

The school will monitor the following:

- Achievement of pupils by disability
- Disabled staff (including numbers, type of disability & satisfaction rates in staff surveys etc.)

### HIRING TRANSPORT

School staff will need to be aware of Section 6 of the Act when hiring transport as it puts new duties on transport providers, including the bus and coach companies, and the taxi and private hire car trade. The requirement to provide accessible vehicles is extended to include these

transport providers. Bus companies will not be able to refuse a job because, for example, it may take longer to pick up disabled students.

## ELECTION OF PARENT GOVERNORS

The election of parent governors will now be covered by the DDA 2005, and governors will need to ensure that the procedures for candidates to stand for election and for parents to vote for candidates are accessible to disabled people. However, the result of the election is not covered and disabled candidates will not be able to claim that they were not elected simply because they were disabled. Once a disabled parent governor is elected, the school governing body functions in relation to that parent are covered and the school must ensure that they can participate fully in school life.

## INVOLVEMENT AND CONSULTATION

It is a requirement that disabled pupils, staff and those using school services should be involved in the production of the Disability Equality Scheme. Shapla Primary School has consulted with disabled pupils, staff and service users in the development of our Disability Equality Scheme by:

- Focus groups discussions, and
- Questionnaires

## MAKING THINGS HAPPEN

In order to ensure that action is taken to meet the Disability Equality Duty, Shapla has drawn up an action plan to make things happen, which outlines how the requirements of the DDA 2005 will be met. This action plan has been shaped in consultation with everyone in the school community.

## CHECK LIST FOR SCHOOL STAFF AND GOVERNORS

- Is information collected on disability with regards to both pupils and staff? Is this information used to improve the provision of services?
- Is pupil achievement monitored by disability? Are there are trends or patterns in the data that may require additional action?
- Are disabled pupils encouraged to participate in school life? How is this shown through representation in school events such as class assemblies and the school council?
- Is bullying and harassment of disabled pupils and staff monitored and is this information used to make a difference?
- Is disability portrayed positively in school books, displays and discussions such as circle time and class assemblies?
- Does the school take part in annual events such as Deaf Awareness week to raise awareness of disability?
- Is the school environment as accessible as possible to pupils, staff and visitors to the school? Are open evenings and other events which parents or carers attend held in an accessible part of the school?
- Is information available to parents, visitors, pupils and staff in formats which are accessible if required? Is everyone aware of this?

Are procedures for the election of parent governors open to candidates and voters who are disabled?

Shapla PRIMARY SCHOOL ~ ACTION PLAN, JANUARY 2008

<b>Planned Actions</b>	<b>Person Responsible</b>	<b>Timesclae</b>	<b>Resources</b>	<b>Monitoring and Evaluation</b>
To review LA Disability Audit	SENCO	On-going	School Access Initiative (SAI)	
To incorporate findings from accessibility audit into planned development work	HT and GB	On-going	Budget	
To develop inclusive changing facilities on the ground floor for children	SENCO	By July 2008	Bid for capital funds from LA  School Budget	
To develop inclusive changing facilities on the ground floor for adults	HT	By August 2008	Bid for capital funds from LA  Devolved capital	
To have designated parking bay in the car park	PM	By September 2008	£350	
To highlight the edges of the stairs – both inside and outside the school building	PM	By May 2008	£50	
To explore the possibility of installing a ramp outside the Yr5/6 classrooms to ensure easier access to the ICT suite	HT and Bursar	By October 2008	LA capital funding	
To ensure adult chairs and tables are available in all classrooms	HT	By February 2008	£1,200	
Explore the possibility of magnetic gate locks on the two main outside gates	HT	October 2008	£5,000	

To ensure that all school trips fully consider the needs of all children	Classteachers	On-going	-	
To ensure that all classrooms have resources that include positive images of people that reflect the whole community	Classteachers	On-going	£200	
To ensure that all teachers are effectively planning for children with disabilities	Subject leaders	January, April and September 2008 + on-going	-	
To ensure that information about extra-curricular activities is accessible to all pupils and their parents	Office Manger	On-going	?	
To include specific questions about disability on the 'needs form' used at all admissions	Office Manger	By April 2008	2 hours admin time	
Provide staff training on disability equality law	HT	By December 2008	1 hour inset time	
To ensure that the medical register is up-to-date and that relevant pupils have a medical care plan which is reviewed periodically	SENCO	March, October 2008 + On-going	-	

<b>Date of approval</b> 27 February 2008	<b>Signature of the Chair of GB approving this policy</b>	<b>Next review</b> January 2010
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