

Disability Equality Scheme

RATIONALE

The following scheme has been developed in consultation with disabled pupils, staff, parents and members of the school community who use the school facilities.

CONTEXT

“A person has a disability if he has a physical or mental impairment which has a substantial or long-term adverse effect on his ability to carry out normal day-to-day activities”

This covers the following categories:

- Mobility
- Physical coordination
- Manual dexterity
- Continence
- Ability to lift, carry or otherwise move everyday objects
- Speech, hearing, eyesight
- Memory or ability to learn, concentrate or understand
- Perception of risk or physical danger

- The definition was amended under the 2005 Disability Amendment Act to:
 - ☑ Include all those with cancer or surviving cancer
 - ☑ Include those with HIV or Multiple Sclerosis from the point of diagnosis
 - ☑ Remove the requirement for mental impairment to be clinically well recognised

There will be an overlap between those pupils with SEN and those with disabilities.

The Disability Discrimination Act (DDA) 1995 was amended with effect from December 2006 to place a duty on all public bodies to promote disability equality.

AIMS

The School aims to meet its general duty through:

- Promoting equality of opportunity between disabled persons and other people
- Eliminating discrimination that is unlawful under the Act
- Eliminating the harassment of disabled persons that is related to their disabilities
- Promoting positive attitudes towards disabled persons
- Encouraging participation by disabled persons in public life
- Taking account of disabled persons' disabilities, even where that involves treating disabled persons more favorably than other persons

PRACTICE AND PROCEDURES

In order to ensure the participation of disabled pupils, staff and parents in the annual evaluation and review of the scheme, a confidential disabled register will be kept by the headteacher. Names will be included on this register only with the consent of the individual and will rely on self-identification of disability. This information will not be used for any purpose other than supporting the delivery of the Disability Equality Scheme.

MONITORING ARRANGEMENTS

Evidence will be gathered and analysed on an annual basis as part of the school cycle of self evaluation on the following:

- Achievement at the end of each key stage by pupils with disability
- Recruitment, retention and CPD of disabled staff

MANAGEMENT OF THE SCHEME

This scheme is implemented and managed by the Headteacher. The Governing Body has delegated the oversight, review and update of this.

REVIEW AND REVISION OF THE SCHEME

The scheme will be reviewed annually following consultation with disabled students, staff parents and community members who use the school facilities.

Reviews take place in Supervisions, Performance Management for staff or by consensus with external reviewing bodies for students. Reviews for children are termly during SEND Reviews with families and a Summary Report at the end of the Academic Cycle.