

## ST. DOMINIC'S CATHOLIC PRIMARY SCHOOL

### Disability Equality Scheme

<b>Date:</b>	March 2017	<b>Review Date:</b>	Annually
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#### Background

The school has an Accessibility Plan as required under the Duties in Part 4 of the Disability Discrimination Act (2001) that states how the governing body plans to increase access to the education for disabled pupils in three ways:

- increasing the extent to which disabled pupils can participate in the school curriculum
- improving the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services
- improving the delivery to disabled pupils of information which is provided in writing for pupils who are not disabled.

This Disability Equality Scheme (DES) should be viewed alongside the Accessibility Plan and outlines how the governing body will:

- promote equality of opportunity for disabled people: pupils, staff, parents, carers and other people who use the school or may wish to; and
- prepare and publish a disability equality scheme to show how they will meet these duties.

This scheme and the accompanying action plan sets out how the governing body will promote equality of opportunity for disabled people.

#### The Vision

##### 1.1 The purpose and direction of the school's scheme

This school, when carrying out its functions, will have due regard to the need to:

- promote equality of opportunity between disabled pupils and other people
- eliminate discrimination that is unlawful under the Disability Discrimination Act
- eliminate harassment of disabled people that is related to their disability
- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life
- take steps to meet disabled people's needs, even if this requires more favourable treatment

## **1.2 Impact Assessment**

The school will develop a systematic method of assessing the impact of its policies on people with a disability over the lifetime of this scheme. People with a disability will be involved in this process and help to prioritise changes. Impact assessment will be incorporated into the school's review cycle of existing policies and the development of new policies.

## **2 Identifying the main priorities for the school's Disability Equality Scheme and developing the Action Plan**

The school will consult with the school community to gather the views of pupils, staff, parents, carers and regular users to determine barriers to inclusion and factors affecting access and equality of opportunity for disabled people. We will examine the information we gather and an action plan, based on these findings, will be developed by the Disability Equality working group whose members will include at least one adult and one pupil with a disability (or a representative of each), the SENCO, a governor, at least one subject/department head and at least one member of the senior management team.

The action plan will address the main aspects of disability equality by

- promoting equality of opportunity
- eliminating discrimination
- eliminating harassment
- promoting positive attitudes
- encouraging participation in public life ( eg you may chose to include how pupils from your school have participated in The Learning Trust's 'Forum for Students with a Disability' or the School Council)
- taking steps to meet disabled people's needs, even if this requires more favourable treatment

## **3 Ensuring the Vision becomes Action**

### **3.1 Implementation**

- The governing body will ensure that the DES action plan is incorporated into their review framework
- The governing body will ensure that the DES and Accessibility Plan are interlinked and have the same three year review cycle
- The school will evaluate the Scheme's effectiveness and discuss this with the School Improvement Advisor and with the Ofsted Team when the school is inspected

### **3.2 Publication**

- The school's DES will be published *with the accessibility policy/plan / as a separate document / as part of the school equal opportunities policy / the school improvement plan*

### **3.3 Reporting**

- The annual report on the scheme will report on the progress we have made on the action plan and
- The effect of what we have done.
- This will be incorporated into the accessibility plan and published in the school prospectus

### **3.4 Reviewing and Revising the Scheme**

- The school will review the scheme at the same time as the accessibility plan
- This review will inform the revision of the scheme to set new priorities and an action plan
- We will take account of the views of disabled pupils, staff, parents and carers
- Revisit the information that was used to identify the priorities for the scheme
- Re-examine the information to see if the actions that the school has taken have affected opportunities and outcomes for disabled pupils, staff, parents and carers
- The process will be based on information the school gathers

More detailed information is available from:

'Implementing the Disability Discrimination Act in schools and early years setting' a DfES publication which also has excellent DVDs for training and awareness raising

This is downloadable on:

[www.teachernet.gov.uk/publications](http://www.teachernet.gov.uk/publications)