

Lancaster Lane Community Primary School



Disability Equality Scheme

September 2016

Responsibility of all staff, parents and visitors

Vision and values

Our school is a community school and as such we believe our mission statement is fundamental to us and our beliefs:

“Lancaster lane is a caring community where every one is valued for their uniqueness and is nurtured to be a happy and successful individual.”

Our vision for Lancaster Lane Community Primary School is to create a happy and secure environment where everyone is motivated to learn and experience success.

We have a number of core values that underpin this vision including valuing

- Individuality and inclusion
- Relationships with the wider community

Our school is committed to ensuring equal treatment of all its employees, pupils and any others involved in the school community, with any form of disability and will ensure that disabled people are not treated less favourably in any procedures, practices and service delivery, or in the exercising of its public function (2005 Act).

This school will not tolerate harassment of disabled people with any form of impairment and will also consider pupils who are carers of disabled parents.

Introduction

Duties under Part 5A of the DDA require the governing body to:

- 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 an equality scheme to show how they will meet these duties.

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

Duties in part 4 of the DDA require the governing body to plan to increase access to education for disabled pupils in 3 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 scheme incorporates the school's accessibility plan to increase access to education for disabled pupils.

Definition of Disability

'Disability is a physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities'

(DDA 1995 Part I para. 1.1)

This definition was amended in December 2005 under the 2005 Disability Amendment Act:

- People with cancer or surviving cancer are now included, as are people with HIV and Multiple Sclerosis from the point of diagnosis
- For mental impairment the need for it to be clinically well recognized has been removed.

Aims

We will actively seek to:

- Promote equality of opportunity between disabled persons and other persons.
- Eliminate discrimination that is unlawful under the Act.
- Eliminate harassment of disabled persons that relates to their disability.
- Promote positive attitudes towards disabled persons – This means not representing people in a demeaning way, and also means not

- pretending they don't exist and not representing them anywhere at all.
- Encouraging participation by disabled persons in public life – It is also important to respect the wishes of disabled children in an educational setting so that they do not feel pushed into activities they do not wish to take part in.
 - Take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons.
(DDA 2005 S.49A)

Involvement of disabled pupils, staff and parents

Lancaster Lane Community Primary School has consulted with disabled pupils staff and partners in the development of this scheme by involving key people who have experience of the needs of disabled people, have a disability themselves or are parents/ carers of a disabled pupil where and when appropriate.

At the same time as setting priorities identified by disabled pupils, staff and parents, we may need to set priorities that will help to improve the involvement of those parties to better inform the next scheme.

Information gathering

We have attempted to identify staff, parent helpers, governors and parents / carers who have a disability via a letter.

Monitoring and reporting

It will be essential that aspects of school life are monitored to identify whether there is an adverse impact on children and young people with disabilities. At Lancaster Lane Community Primary School the following information will be monitored:

- Numbers of disabled pupils in school
- Achievement of pupils with disabilities
- Disabled staff who have rights under the DDA
- Attendance at extra curricular clubs of disabled pupils
- Involvement in educational visits/ residential trips

- Behaviour logs/ Serious Incident Book
- Participation in School Council
- Attendance
- Exclusions

We will monitor the impact of actions taken to ensure that progress is being made towards meeting the Disability Equality Duty, and to ensure that no adverse impact is occurring as a result of the actions. If any adverse impacts are identified during the monitoring process, the actions plan will be revised.

Governors will report annually on the success and progress of their scheme.

This scheme was compiled in consultation with staff, parents and governors in June 2012.
Last review June 2009.

Shared with staff: Sept 2016
Shared with Governors: Sept 2016
Updated to the school website: Sept 2016