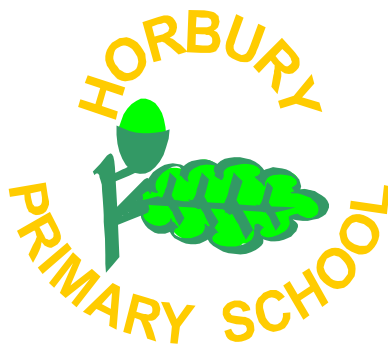


# **HORBURY PRIMARY SCHOOL**



## **Disability Equality Scheme**

## **Forward by Chair of Governors**

Horbury Primary School is committed to all forms of equal opportunities for all its staff, pupils and parents. We are committed to promoting positive attitudes towards disabled people and we want to encourage disabled people's full participation in the life of our school and in public life in general.

We are always willing to listen to the views of our school community and you can contact us in writing or by coming to see us. We especially invite you to comment about our Disability Equality Scheme. (DES)

This DES is written to ensure that the school complies with its duties under the Disability Discrimination Acts of 1995 and 2005.

## **Definition of Disability**

A person with a disability is:

“one who has a physical or mental impairment which has a substantial and long term adverse effect on his/her ability to carry out normal day-to-day activities”

## **Disability Equality Duty**

### **General Duty**

1. Promote Equality of opportunity.
2. Eliminate unlawful discrimination.
3. Eliminate disability-related harassment.
4. Promote positive attitudes towards disabled people.

## **Disability Equality Duty**

### **General Duty**

At Horbury Primary School we:

1. Encourage disabled people's participation in public life.
2. Take steps to take into account people's disabilities, even where that involves more favourable treatment.

## **Our DES Group**

Our DES Group is made up of staff, governors, parents and children. Two teaching staff, one member of the support staff, one governor, one parent and two pupils of the school.

The group originally met and discussed what needed to be in our Disability Equality Scheme. We then discussed how we could make improvements, both now and in the future to meet the demands of the Disability Equality Act.

The group will meet at least once each term.

Horbury Primary School is committed to the fair and open recruitment of all staff. We follow our equal opportunities policy and are committed to recruit, develop and retain disabled employees.

The educational opportunities are available to all disabled pupils. We monitor this group performance in order to check that educational opportunities are equal to all our pupils. We monitor in terms of achievement, progress and attendance.

We gather information on the effect of our policies and practices on, in particular:

- The recruitment, development and retention of disabled employees.
- The educational opportunities available to and achievements of disabled pupils.

We will use all the information so that we will meet the needs and demands of the Disability Equality Act.

We will use the information gathered to make sure we promote equality of opportunity. For example we will compare pupils attainment to make sure children with disabilities are progressing in line with other children. We will also look at staff recruitment to make sure we are not discriminating against people with disabilities.

## **Plan of Action**

Short Term 2007 – 2008

- Form a Disability equality Group. (September 2007)
- Train staff and governors in the Act. (September 2007)
- Look at the access to school in terms of
  - a) Physical (can disabled people access the building, Grounds and Equipment)
  - b) Our policies - do they reflect the demands of the act.

Make changes and modifications within budget limits.

- Ask the community we serve for their suggestions in meeting the Act. (by October 2007)
- Gather information from our admission forms to record the number of pupils with disabilities. Re-design our admission forms to collect all of this information.

### **Long Term**

- Improve the access to our building so that it is inclusive of everyone within budget limits.

### **Disclosures and Confidentiality**

- Under DDA Case Law, if a disabled person has informed part of an organisation that he or she is disabled, it is then legally binding for that organisation to ensure the disabled person is not discriminated against and that “reasonable adjustments” are explored.
- We at Horbury Primary will handle sensitively any information about a disability and we will promote positive attitudes to disabled people in the school.

**Appendix 1**

Staff training held on .....

Governor training held on .....

Date of establishment of the Steering Group .....

Chair of Steering Group .....

Reviewed Nov 2009