

## Northhill C of E VA Lower School

### Disability Equality Scheme

#### 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 a disability equality scheme to show how they will meet these duties

This scheme and accompanying accessibility grid set out how the Governing Body promotes 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 plans to increase access to education for disabled pupils in line with our Accessibility Plan and Equal Opportunities Policy.

#### 1: Starting Points

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

The purpose of the school's scheme is to show how the school meets the duty to promote disability equality for disabled pupils, staff and parents.

Northhill C of E VA Lower School is a fully inclusive school. This includes disabled pupils, to whom the disability equality duty is owed. Northhill C of E VA Lower School is also committed to inclusive practice which includes staff, parents, carers and others who use the school.

##### 1.2: The involvement of disabled pupils, staff and parents

We recognize that involvement has to be real, that the school hears the views of disabled pupils, staff and parents and develops actions in response to what we hear. In the light of existing individuals and groups at the school we have made the following actions:

- Built a culture of listening to and respecting the views of pupils, staff, parents and others
- Involved pupils, staff and parents in identifying reasonable adjustments
- Provided disabled parking
- Involved disabled pupils where possible and their parents if not possible

As a school we will continue to make amendments to our procedures in order to sustain our fully inclusive ethos.

### **1.3 Information Gathering**

Northhill School complies with:

- The Local Authority policy for information gathering during the recruitment process
- Its own Accessibility Plan
- Statutory reporting procedures regarding achievement of all children
- Annual pupil and parent questionnaire

The Governing Body undertakes reviews of School Policies

### **1.4 Impact Assessment**

The Disability Equality Scheme will be reviewed every three years, in accordance with the School's rolling programme.

## **2 Identifying the main priorities for the school's scheme and deciding our actions.**

### **2.1 Promoting equality of opportunity**

Northhill School is proactive in making reasonable adjustments for disabled pupils at policy and whole school level, as well as for individual pupils. We do much to promote equality of opportunity for all and to secure participation in every aspect of school life. Our Accessibility Plan supports these aims and we promote equality of opportunity for disabled staff and parents.

### **2.2 Eliminating discrimination**

We are proactive in eliminating discrimination through:

- Example and explanations of actions to the whole school community

### **2.3 Eliminating harassment**

We are proactive in eliminating harassment through:

- Implementing our Behaviour/Anti-bullying Policy which is reviewed annually by staff and discussed with pupils

### **2.4 Promoting positive attitudes**

We have adopted a positive attitude to disability and difference through:

- Staff modeling respectful attitudes to everyone
- Positive images in school books and other materials
- In the past personal experience for the children

### **2.5 Encouraging participation**

We understand that disabled pupils, staff and parents need to participate fully in all aspects of school. We achieve this through:

- Ensuring that all disabled children are included and succeed to their full potential during their time at our school.

## **2.6 Taking steps to meet disabled people’s needs, even if this requires more favourable treatment**

We achieve this by making reasonable adjustments to the school day to ensure everyone is included without prejudice. Action includes:

- Favourable treatment at sports days
- Whole school awareness and respect for individual people’s needs
- A policy of interviewing all disabled applicants who meet the minimum requirements for a job

## **3 Making It Happen**

### **3.1 Implementation**

This scheme will be identified on the Strategic Plan and reviewed every 3 years.

### **3.2 Publication**

This scheme will be available on request along with other school policies and will be on the school website.

### **3.3 Reviewing and revising the scheme**

This scheme will be reviewed every three years (or sooner if necessary) along side the Accessibility Plan.

Signed on behalf of the Governing Body

Simon Bryant  
Chair of Governors

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