

Disability Equality Scheme for Hillside Avenue Primary and Nursery School

Introduction:

The Equality Act 2010, the Special Educational Needs & Disabilities Act (SENDA) 2001 and the 2005 amendments to the Disability Discrimination Act place a duty on all public authorities when carrying out their functions to have due regard to the need 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 is related to their disabilities
- Promote positive attitudes towards disabled persons
- Encourage participation by disabled persons in public life, and
- Take steps to take account of disabled persons disabilities even where that involves treating disabled persons more favourably than their non-disabled peers

The definition of disability under the law is a wide one.

'A person (P) has a disability if-

- a) P has a physical or mental impairment, and
- b) The impairment has a substantial and long term adverse effect on P's ability to carry out normal day-to-day activities.'

Equality Act 2010

Disabled people include:

- People who have cancer, Multiple Sclerosis, HIV/Aids (all covered from the point of diagnosis.)
- People on kidney dialysis
- People with diabetes
- People with dyslexia
- People with severe disfigurements

- People with mental health issues and learning difficulties or disabilities-provided their condition results in disability which meets the DDA disability. (This would include ADHD & pupils on the autistic spectrum)
- People who have previously had a disability. (eg: a mental health problem or have previously had cancer.)

This Disability Equality Scheme sets out the ways in which Hillside Avenue Primary and Nursery School will meet its general and specific duties.

We fully support the vision of Norfolk Children's Services, namely:

- We believe that all children and young people have the right to be healthy, happy and safe; to be loved, valued and respected; and to have high aspirations for their future.

We endorse the Norfolk Inclusion definition that says:

- Inclusion is the process of taking necessary steps to ensure that every young person is given equality of opportunity to develop socially, to learn and to enjoy community life.

The Access Plan 2012 already lays out the plans to increase access for disabled pupils in line with the planning duties in the Special Educational Needs and Disability Act 2001.

At Hillside we have always aimed to provide a stimulating learning and working environment for children of all abilities. We want all children to enjoy their days at school and to achieve well. We are committed to equal opportunities in every area of school life and plan to build on our current successful practice.

Background to the policy

Disabled pupils, staff and parents have all been involved in the development of the Disability discrimination scheme.

Questionnaires were sent to all parents, staff and governors in January 2008 and January 2012. The results of the survey were analysed and form the basis of our scheme.

Gathering information

We already have reliable data on parents with disabilities because some register to park their cars on the school playground at the end of the school day or others have special arrangements for contact between home and school. We are currently aware of 8 of our parents who are considered disabled under the definition of disability.

We have detailed information on our current pupils from admission data, care plans and assessments of special need.

Hillside Avenue Primary and Nursery School will continue to collate data and evidence to ensure that policies and practices meet the legal responsibilities of the Disability Equality Duty around:

The recruitment, development and retention of disabled employees

We are currently aware of 6 members of staff who are considered disabled under the definition of disability.

We are an equal opportunities employer and welcome applications from all candidates.

Educational opportunities available to and the achievements of disabled pupils

We currently have 45 children who fall under the definition of disability used at the beginning of this policy. These relate to speech and language difficulties, ADHD/ASD difficulties, visual impairment, hearing difficulties and medical difficulties of whom one uses a wheelchair. Three children have complex needs.

The provision for all these children is fully inclusive. They take a full and active part in all aspects of school life including sports, swimming and educational visits. Some modifications may need to be made to accommodate particular difficulties but these are always kept to a minimum and parents are kept fully involved in the discussions.

Achievements of disabled students will be monitored and compared to their more able peers. We monitor the involvement of disabled pupils in extra curricular activities.

This information is subject to annual review or when new children and parents join the school.

Impact assessments

Hillside Avenue Primary and Nursery school is keen to ensure that none of its policies and practices disadvantage disabled people. We have many policies in place to make sure this doesn't happen including Equal Opportunities and Special needs. Our policies are under regular review.

Hillside Avenue School will review the Disability Equality Scheme at least annually. We shall report on the steps taken to fulfil the plans, detail the information gathered, and report how that information is influencing future planning.

Presented and agreed at Pupils & Curriculum 15th May 2008

And full Governors on 10th July 2008

Reviewed Spring Term 2012

Presented to Full Governors 8th March 2012