

# Meadfurlong School

## Disability Equality Scheme

### September 2008

#### Disability Discrimination Act 2005

The duty to promote disability equality, or the general duty (of the DDA 2005), requires all schools, when carrying out their functions, to have due regard to the need to:

- Promote equality of opportunity between disabled people and others
- Eliminate unlawful discrimination
- Eliminate disability - related harassment
- Promote positive attitudes towards disabled people
- Encourage disabled people's participation in public life
- Take steps to take into account people's disabilities, even where that involves more favourable treatment

Our Disability Equality Scheme will outline how we will fulfil this duty and include a set of specific, measurable, achievable, realistic, and time bonded targets in the form of an action plan.

#### School Context

Meadfurlong School currently has 295 pupils on roll, 24% are eligible for free school meals, 50% speak English as an additional language and 20% are on the special needs register at school action or above.

A significant number of our pupils enter the school below national expectations for their age. The school building is on one level and as such needs little alteration for the physically disabled including wheelchair access.

Our curriculum planning takes into account the particular needs of our pupil intake and is regularly monitored to match the ability of the pupils whilst being mindful of the need to challenge their learning.

#### School's Duty

The governing body has a duty to:

- Promote equality of opportunity for disabled people: pupils, staff, parents, carers and other people who use the school or may wish to
- Produce and publish a Disability Equality Scheme to show how they will meet these duties

#### The Disability Equality Scheme

**The governing body is required to plan to increase access to education for disabled pupils in three ways, by:**

- 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 pupils can take advantage of education and associate services

- Improving the delivery to disabled pupils of information which is provided in writing for pupils who are not disabled

This scheme was developed by a working party consisting of:

Mr and Mrs Parker	Ex parents
Mr and Mrs Nash	Current grandparents (members of the Salvation Army disabled section)
Mrs A Godfrey	Senco
Mr K King	Year 6 teacher
Miss Paula Keeling	School Librarian
Mrs Pam Allen	Teaching Assistant
Mr Jeff Lloyd	Chair of governors
Mr J K Bailey	Headteacher

A survey of all parents also contributed to the scheme.

## THE DISABILITY EQUALITY SCHEME

## MEADFURLONG SCHOOL

Three year period covered by the plan: 2008- 2011

### School's Aims and Values

At Meadfurlong School we have high expectations for each and every pupil, including those with disabilities and will strive to remove barriers from all areas of school life, encouraging them to achieve their full potential. When a child arrives at the school we will expect parents to inform us of any disabilities that the child has. The school (class teacher and SENCO) will, consult with the parents, partner schools and outside agencies for professional advice. By using the curriculum expertise within the school, support will be put in place (as far as resources allow) and adaptations made to allow the pupils to have as full access as possible to all activities.

Improving the physical environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services.

- Adding an attachment to the outside gate to enable wheelchair users to reach the handle more easily.
- Place a buzzer on the outside gate and move the buzzer on the door lower down so that wheelchair users can alert the office staff if they require assistance.
- Check all fire exits and doors leading to the central courtyard to provide ramps for easier access.
- Investigate the need to refurbish the disabled toilet to include the installation of an alarm and handrails.
- Plan to use the disabled toilet for pupils with a disability to change in.
- Request an investigation into providing a disabled parking bay outside the school.
- If a pupil in a wheelchair attends the school provide an adjustable table for them to use.
- Ensure that appropriate supervision exists so that the playpark, playground and environs can be used safely by all children.

Improving the delivery to disabled pupils of information that is provided in writing for pupils who are not disabled:

The school would make the necessary adjustments to cater for the particular needs of a pupil as and when it is required e.g items written in large print for a visually impaired child or providing a pupil with additional equipment to enhance their ability to hear for children with hearing loss.

#### Management, coordination and implementation

- As a matter of course the governing body will review this policy annually by referring it to the Policy, Admissions and Discipline committee.
- Every three years a working party will be convened to review the scheme.
- Any adjustments to the scheme would be highlighted at the review meeting.
- Information would also be gathered from a parent/pupil survey and personal anecdotes from disabled users.
- SEN issues are constantly considered and reviewed with the progress of pupils being regularly monitored.
- All other plans and policies such as SIP ( School Improvement Plan ), SEN ( Special Educational Needs ), health and safety link into the disability equality scheme.
- Governors will monitor the implementation of the scheme.
- All staff are responsible for ensuring that the scheme is administered as per the plan which is directly monitored by the leadership team.
- Any timescales would be set out according to the particular needs of the child concerned.
- Governors would consider the budget to access the necessary resourcing as and when it was necessary. This would be dealt with by the Finance and Personnel Committee.

#### Training

All staff and governors will receive training on the Disability and Equality Scheme and their responsibilities under it.

All pupils will be given an overview of the scheme following its formal adoption and will be given instruction around their responsibilities.

#### Breach of the policy

All staff members will be dealt with under the terms of the personnel policies and procedures. All parents and pupils will be dealt with under the existing procedures that are published in the school policies.

#### Assessing the impact of the policy

The school engages in obtaining feedback from children and parents through discussions at school council, family groups, pupil surveys and staff meetings to consider how all children participate in activities offered.

#### Publication

A copy of the scheme will be kept in school so that any interested party can ask to see it. A brief summary of the document will be placed in the school brochure and on the website.

Meadfurlong School Action Plan 2008 - 2011

Task	Action	Team Responsible	Timescale	Monitoring	Outcomes
Train staff and governors	Arrange and deliver a training session	Head and governors	2008/09	Head and governor report	All staff and governors are aware of and understand the scheme
Improve the physical environment	Lengthen the handle on the school gate Attach a buzzer to the school gate Lower the buzzer on the door entrance Provide ramps where steps impede access Lay paths to grassed areas outside Yr 3,4&6 Check legality of disabled toilet Mark a disabled parking bay	Finance personnel and premise committee	2008/09	Governors committee	All identified items will be adjusted to cater for disabled access.

Check progress of disabled pupils	Gather and monitor data on disabled pupils and their attainment levels	Assessment coordinator and leadership team	2008/09	Leadership team	All disabled pupils are making progress
Disabled pupils are able to access extra curricular activities	Positively encourage disabled children to take part	Teaching staff	2008/09	Teaching staff	Disabled pupils are not prevented from participating if they so wish.
To ensure that positive attitudes towards disabled people are promoted.	All staff engage in the development of the mission statement to include positive attitudes towards inclusion	All staff Leadership team	2008/09	Leadership team Governors	All pupils are accepted into the school irrespective of their disability.
A planned approach to increasing access to different areas of the curriculum over the time of the plan	Plans to be put in place to cater for all disabled pupils as the need arises	All staff	2008/11	Leadership team Governors	Disabled pupils will have access to all curriculum areas

This Disability Equality Scheme was formally adopted by Meadfurlong School on .....

Signed:

Chair of Governors .....

Headteacher .....

Date to be reviewed .....