

**Netherfield Infant School  
and Nursery**

**Disability Equality Scheme**

**2006 - 2009**



**November 2007**

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## **Mission Statement**

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At Netherfield Infant school and Nursery we are committed to ensuring equality of education and opportunity for disabled pupils, staff and all those receiving services from the school. We aim to develop a culture of inclusion and diversity in which people feel free to disclose their disability and to participate fully in school life. The achievement of disabled pupils will be monitored and we will use this data to raise standards and ensure inclusive teaching. We will make reasonable adjustments to make sure that the school environment is as accessible as possible. At Netherfield Infant School and Nursery, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

# Disability Equality Duty (DED)

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## Definition of disability

The Disability Discrimination Act 2005 (DDA) defines a disabled person as someone who has ‘a physical or mental impairment which has a substantial or long-term adverse effect on his or her ability to carry out normal day-to-day activities’.

The DDA 2005 has also extended the definition of disability as follows:

- People with HIV, multiple sclerosis and cancer (although not all cancers) are deemed disabled before they experience the long-term and substantial adverse effect on their activities.
- Section 18 has been amended so that individuals with a mental illness no longer have to demonstrate that it is “clinically well-recognised”, although the person must still demonstrate a long-term and substantial adverse effect on his/her ability to carry out normal day-to-day activities.

## The Duty

The Disability Discrimination Act 2005 places a general duty on schools, who need to have due regard for the following when carrying out their functions:

- Promoting equality of opportunity between disabled people and other people;
- Eliminating discrimination that is unlawful under the DDA;
- Eliminating harassment of disabled people that is related to their disability;
- Promoting positive attitudes towards disabled people;
- Encouraging participation in public life by disabled people;
- Taking steps to meet disabled people’s needs, even if this requires more favourable treatment.

This is also known as the Disability Equality Duty (DED) and applies to all disabled pupils, staff and those using services provided by schools.

# The Disability Equality Duty (DED)

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## Monitoring

To meet the Disability Equality Duty, it is essential that aspects of school life are monitored to identify whether there is an adverse impact on children and young people with disabilities. The following should be monitored:

- Achievement of pupils by disability
- Disabled staff (including numbers, type of disability and satisfaction rates in staff surveys etc.)

## Additional implications for schools

The role of a school as a service provider

Schools have additional implications as a service provider to make their buildings accessible when they hire out rooms or parts of the building.

Contact with parents and carers

When providing newsletters and information for parents and carers, schools should make this information available in an accessible format so that parents or carers who may be, for example, visually impaired, can access the information.

Additionally, events for parents and carers such as open evenings, meetings with teachers, should be held in accessible parts of the building.

Hiring transport

School staff will need to be aware of Section 6 of the Act when hiring transport as it puts new duties on transport providers, including the bus and coach companies, and the taxi and private hire car trade. The requirement to provide accessible vehicles is extended to include these transport providers. Bus companies will not be able to refuse a job because, for example, it may take longer to pick up disabled students.

## **The Disability Equality Duty (DED)**

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### Election of parent governors

The election of parent governors will now be covered by the DDA 2005, and governors will need to ensure that the procedures for candidates to stand for election and for parents to vote for candidates are accessible to disabled people. However, the result of the election is not covered and disabled candidates will not be able to claim that they were not elected simply because they were disabled. Once a disabled parent governor is elected, the school governing body functions in relation to that parent are covered and the school must ensure that they can participate fully in school life.

## **Involvement and consultation**

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It is a requirement that disabled pupils, staff and those using school services should be involved in the production of the Disability Equality Scheme.

Netherfield Infant School and Nursery has consulted with disabled pupils, staff and service users in the development of our Disability Equality Scheme by questionnaires, feedback slips and interviews.

# Making things happen

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In order to ensure that action is taken to meet the Disability Equality Duty, Netherfield Infant School has drawn up an action plan to make things happen, which outlines how the requirements of the DDA 2005 will be met. This action plan has been shaped in consultation with disabled people as outlined in the previous section, and may include some of the good practice examples below.

## Good practice examples

The following examples were gathered from Special Educational Needs Co-ordinators from a range of schools, and provide good practice suggestions on how disability equality can be promoted in a school environment.

- Promoting equality of opportunity between disabled people and other people.
  - Increase awareness of the ways in which parents of disabled children and young people can help to support their learning, for example through workshops;
  - Ensuring that the talents of disabled pupils are represented accordingly through the Gifted and Talented Registers.
- Eliminating discrimination that is unlawful under the DDA and harassment of disabled people that is related to their disability.
  - Monitor incidents of harassment and bullying of disabled pupils. Encourage pupils to report and take action against offenders.
  - If a number of incidents have been prevalent within a particular year group, use circle time, story time or assembly to investigate and address the issue with all pupils.
- Promoting positive attitudes towards disabled people.
  - Use the school environment to promote positive attitudes to disability. Ensure that disability is represented in posters, collages, displays and learning materials.

## Making things happen

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- Promoting positive attitudes towards disabled people (continued)
  - Celebrate and highlight key events such as the Paralympics, Deaf Awareness Week and Learning Disability Week.
  - At schools with specialist units, staff have successfully raised awareness about disability by going to talk to pupils from the mainstream school.
- Encouraging participation in public life by disabled people.
  - Ensure that disabled pupils are represented and encouraged to participate in class assemblies, playsevents and on the school council.

Netherfield School and Nursery Disability and Equality Duty Action Plan – September 2007-2009

Aspect of duty	Issue being addressed	Action being taken	How will the impact be monitored	How often will monitoring take place	Who will be responsible for implementing the action	Start date	Completion date
Positively promoting equality of opportunity between disabled people and other people	Being well informed about any disability's with regard to pupils and staff	Questionnaires to staff and parents . Meeting with adults with disabilities	Returns will be collated, results noted, and action taken where appropriate	We will send out a questionnaire annually and after the initial questionnaire include comments on support given	HT and SENCO	Sept 2007	Dec 2007
Aspect of duty	Issue being addressed	Action being taken	How will the impact be monitored	How often will monitoring take place	Who will be responsible for implementing the action	Start date	Completion date
Eliminate harassment	Raise awareness throughout the school	Posters, books and other resources in school show people with disabilities and give opportunity to discuss issues	Circle times	Annually	PSHE curriculum leader	April 2008	Ongoing

Netherfield School and Nursery Disability and Equality Duty Action Plan – September 2007-9

Aspect of duty	Issue being addressed	Action being taken	How will the impact be monitored	How often will monitoring take place	Who will be responsible for implementing the action	Start date	Completion date
Promote positive attitudes towards disabled people	Staff and governors aware of responsibilities	All aware of Disability Equality Duty and plan	Statements in other policies and prospectus as appropriate	Staff meetings, Governors meetings	HT	Jan 2008	Ongoing
Promoting positive attitudes towards disabled people	Celebrating diversity as a strength, raising awareness and giving opportunities for discussion	Wheelchair purchased to use during sessions with Persona dolls	Children observed during discussion sessions	Staff will monitor effect during circle time, and school council	PSHE co-ordinator	May 2008	Ongoing
Encourage participation in school life/ Taking steps to meet disabled people's needs	Pupils, parent/carers/staff and govs able to participate fully in all school activities	Review access plan annually  Ensuring reasonable adjustments are made	Attendance at events Access for all	As events occur	All staff	Sept 2007	Ongoing

## Monitoring and reporting

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It is important to monitor the impact of the action 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.

The monitoring of the actions outlined in the action plan will be monitored in accordance with the specified timescales. If any adverse impacts are identified during the monitoring process, the action plan will need to be revised.

An annual report will be produced which outlines the progress of the Disability Equality Scheme and assesses the implementation of the action plan for effectiveness. This report will be circulated to the Headteacher and Governors, and the findings will be used to improve the Disability Equality Scheme and feed into future practice.

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For further information, please contact:

Jenny Clark ( Headteacher)  
Rebecca Butler ( SENCo )

## Check list for school staff and governors

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- Is information collected on disability with regards to both pupils and staff? Is this information used to improve the provision of services?
- Is pupil achievement monitored by disability? Are there are trends or patterns in the data that may require additional action?
- Are disabled pupils encouraged to participate in school life? How is this shown through representation in school events such as class assemblies and the school council?
- Is bullying and harassment of disabled pupils and staff monitored and is this information used to make a difference?
- Is disability portrayed positively in school books, displays and discussions such as circle time and class assemblies?
- Does the school take part in annual events such as Deaf Awareness week to raise awareness of disability?
- Is the school environment as accessible as possible to pupils, staff and visitors to the school? Are open evenings and other events which parents or carers attend held in an accessible part of the school?
- Is information available to parents, visitors, pupils and staff in formats which are accessible if required? Is everyone aware of this?
- Are procedures for the election of parent governors open to candidates and voters who are disabled?

## Timeline

Sept –Dec 2007 – Questionnaires to parent/carers  
Meeting with adults with disabilities. Address issues

Jan 2008 – amend admission forms  
Ensure all info about “reasonable  
adjustments” needs to staff

Jan –Feb 2008 – share policy with all staff and  
governors  
Check prospectus and other policies

May – July 2008

- \* Buy posters etc depicting disabilities and have them up in hall, dining room etc
- \* Buy wheelchair for Persona dolls - rota wheelchair and spectacles in different classes during the year
- \* Discuss issues at circle times

Sept – Dec 2008 - Questionnaires to parent/carers  
Meeting with adults with disabilities. Address issues