

**LOSELEY FIELDS PRIMARY SCHOOL**  
**DISABILITY EQUALITY SCHEME**  
**Three Year Period Covered by Plan: 2007-2010**

## **Introduction**

The duty to promote disability equality, or the general duty of the Disability Discrimination Act 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 into account people's disabilities, even where that involves more favourable treatment.

(Disability Discrimination Act 2005)

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

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 DES to show how they will meet these duties;
- eliminate discrimination and harassment and promote positive attitudes;
- ensure all stakeholders are offered equal access to opportunities provided by the school.

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 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.

## **Aims**

At Loseley Fields Primary School all children have the right to achieve to their full potential, regardless of gender, race, culture, language, physical ability, special needs or socio-economic status. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here. Our commitment to equal opportunities is driven by the National Curriculum Inclusion Statement.

The school:

- sets suitable learning challenges;
- responds to pupils' diverse needs;
- overcomes potential barriers to learning and assessment for individuals and groups of pupils.

We will work actively to promote equality and foster positive attitudes and commitment to an education for equality. We will do this by:

- delivering equal opportunities for all;
- promoting social cohesion;
- providing quality PSHE/RE/SEAL provision that is threaded through the learning;
- ensuring physical access.

### **Roles and Responsibilities**

This DES links to other specific policies and action plans that the school produces including the School Development Plan and Accessibility Plan.

This DES outlines the roles and responsibilities of everyone involved and connected with the school so that each person knows what is expected of them. Promoting disability and equality and raising the achievement of disabled pupils is the responsibility of the whole school staff.

Introduction to this DES will be included in our induction arrangements for all staff new to the school. School induction procedures will highlight duties implied by this policy in the same way as child protection, health and safety and behaviour policies form part of the induction process.

The Headteacher and Leadership team will ensure the DES is followed, monitored, evaluated and improvement made annually within the School Development Plan Cycle.

The governing body will have oversight of the scheme asking for evidence of its effectiveness and supporting its aims.

All staff will deliver the aims of the DES through the curriculum, modelling positive attitudes, and removing barriers to learning through skilful teaching and use of other resources.

Pupils will further develop their knowledge and understanding of issues around disability in an increasingly mature and reflective manner through excellent learning opportunities.

Parents and carers will support the aims and ethos of the DES by being given information about it and reflecting positive attitudes back to their children.

### **Training**

All staff and governors will receive training on the DES 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**

If the policy is breached intentionally or otherwise a pupil will be spoken to by a member of staff and the normal behaviour policy would apply. If a member of staff breaches the policy their line manager will discuss this with them, as well as any additional training that may be required. Further breaches will result in disciplinary procedures being followed.

### **Involvement and Consultation**

This school consults all stakeholders in the development of the DES through:

- pupil evaluations;
- questionnaires to all stakeholders;
- continuous monitoring;
- working group consultations where issues can be raised;
- annual school development meeting for staff.

Stakeholders have a variety of ways to share their views and identify any issues for improvement; any matters raised are investigated and appropriate action taken in line with school policies.

### **Monitoring**

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 points outlined in the action plan will be monitored in accordance with the specified timescales. At the annual whole school planning meeting the DES will be reviewed and evaluated. Each year relevant items in the action plan will be highlighted in the School Development Plan.

### **Publication**

Parents will be informed about the existence of the DES in the school newsletter. A full copy of the document will be available to view on the school website. Alternatively a hard copy of the document will be available on request from the school office.

## **Review**

The DES will be reviewed on a three year cycle following consultation with stakeholders and a new action plan will be drawn up.

Mr Chris Nourse  
Headteacher  
December 2007

Adopted by the Governing Body at the meeting dated 5 March 2008

To be reviewed: December 2010