

St David's Haigh and Aspull CE Primary School Disability Equality plan

"A successful, caring Christian school at the heart of the community."

St David CE Primary School aims to provide a warm, caring and happy environment based on Christian values, where each child is respected as an individual with personal, intellectual, physical and emotional needs and talents. Within this environment each child will be given equal value and opportunities and will be positively encouraged to grow in confidence and develop high self esteem so as to respond positively to opportunities, experiences and responsibilities of life in an ever changing world.

- In accordance with our school aims, mission statement and Christian ethos we pledge to respect the equal human rights of all our pupils and to educate them about equality.
- We will also respect the equal rights of our staff and other members of the school community.
- In particular, we will comply with relevant legislation and implement school plans in relation to race equality, disability equality and gender equality.

1. Introduction

This plan sets out how St. David's Haigh and Aspull CE Primary School will work to promote disability equality. A person is disabled if he or she has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day to day activities.

This plan addresses our specific duties under Disability Discrimination Act 2005. It forms part of our general Equality Scheme and also relates to our Accessibility Plan.

2. Involvement of disabled people

Mrs Lynne Thomas wrote this scheme. She involved disabled people in its formation, including children and adults attending or concerned about disability equality at our school. The outcomes of this were an increased awareness of the needs of disabled people within the school especially involving access and visual impairment.

3. Impact Assessment

The following policies/ plans have been assessed in regard to the general duties under the Disability Discrimination Act 2005 and the Special Educational Needs and Disability Act 2001.

- Performance management
- Assessment
- Teaching and learning

The outcomes of this were:

- That all these policies clearly state the school's position on equal opportunities.

The following policies/ plans are to be assessed over the next 3 years:

- Professional Development.
- Staffing
- Inclusion
- Behaviour and Pastoral Care
- All curriculum subjects

4. Action Plan to address the General Duty to promote disability equality

	Actions	By Whom	Start	Finish	Evidence that it is completed
i. Promote equality of opportunity between disabled persons and other persons.	To regularly check all buildings for access and disabled peoples needs. To maintain a curriculum that is accessible to all.	SLT, subject leaders and site supervisor. All staff.	December 2007	December 2010	Buildings and curriculum as accessible, to all individuals, as reasonably possible.
ii Eliminate unlawful discrimination	To monitor unlawful discrimination.	SLT	December 2007	December 2010	Any unlawful behaviour monitored
iii. Eliminate harassment related to disabilities	Using the schools "Telling and Listening" ethos to encourage sharing of harassment incidents and deal with them effectively.	SLT	December 2007	December 2010	Any harassment related to disability dealt with in a way that develops empathy and eliminates this behaviour.
iv. Promote positive attitudes to disability	To promote positive attitudes towards disability through the whole school ethos, eg worship times, visitors in school	Headteacher and SLT	December 2007	December 2010	Positive attitudes towards disability maintained within school.
v. Encourage participation by disabled people	Where reasonably possible encourage people with disabilities to take a full and	Headteacher, SLT, staff, governors and parents.	December 2007	December 2010	Disabled people within the school take a full and active role in all areas of school life.

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vi. Take steps to take account of disabled people's disabilities	To involve children with disabilities in the writing of this plan and the accessibility plan.	L.T	November 2007	December 2007	Completed plans with suggestions by children in school.

5. Disability awareness monitoring

We will monitor the differences of our pupils by using the RAISEonline resource. The Senior Management Team will monitor this on a yearly basis. Any necessary action resulting in this monitoring will be taken.

6. How information gathered is used

Evidence, eg. Lesson plans, observations, subject coordinator reports to be collected by the Headteacher to be kept in the Equality folder.

7. Staff development

All staff will be made aware of the Disability Equality plan through staff meetings and training and through Professional Development all staff will have equal opportunities regardless of disabilities.

8. Annual reporting

Progress made in relation to the School's Disability Equality Action Plan will be made annually in the Headteachers report to the governors.

9. The next disability equality plan

The Disability Equality plan will be reviewed and updated in April 2010. This will build upon this plan's actions, the results of monitoring, and other information.

Signed: _____ Chair of Governors

Date: