

**ASPIRE – CHALLENGE – DISCOVER**

# **Stapleford Community Primary School**

## **Disability Equality Scheme and Accessibility Action Plan\***



<b>STAPLEFORD COMMUNITY PRIMARY SCHOOL</b>			
<b>Disability Equality Scheme and Accessibility Action Plan</b>			
<b>Review frequency</b>	Every 3 years	<b>Date of next review</b>	Spring 2023
<b>Committee</b>	LGB/Res Comm	<b>Required by Law</b>	Yes
<b>Governor approval (date)</b>	Spring 2020	<b>Website (public area)</b>	Yes
<b>Staff / governor responsible</b>	Headteacher Equalities Gov/ Res Comm	<b>Update</b>	Spring 2020 updated to include Nursery

Required by law\*

## **Disability Equality Scheme and Accessibility Action Plan**

Stapleford Community Primary School and Nursery is committed to ensuring equal treatment of all its children, employees and any others involved in the school community with any form of disability and will ensure that people with disabilities are not treated less favourably in any procedures, practices and service delivery.

We aim to develop a culture of inclusion and diversity in which people with disabilities are able to participate fully in school life. The achievement of children with disabilities will be monitored and this data will be used to raise standards and ensure inclusive teaching. Reasonable adjustments will be made to make sure that the whole school environment is as accessible as possible. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit the school. This scheme should be read in conjunction with our school Equality Policy.

### **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.

### **General Duties**

We will actively seek to:

- Promote equality of opportunity between people with disabilities and other persons.
- Eliminate discrimination that is unlawful under the Act.
- Eliminate harassment of people with disabilities that is related to their disabilities.
- Promote positive attitudes towards people with disabilities.
- Encourage participation by people with disabilities in public life. It is also important to respect the wishes of children with disabilities so that they do not feel pushed into activities they do not wish to take part in.
- Take steps to take account of the different disabilities that people have, even where that involves treating disabled persons more favourably than other persons.

This is also known as the Disability Equality Duty (DED) and applies to all children with disabilities, staff and those using services provided by Stapleford Community Primary School.

In addition to the above general duty to promote Disability Equality, Stapleford Community Primary School has specific duties placed on it to:

- Appraise and update the Disability Equality Scheme every two years
- Report on progress annually.

### Specific Duty

The production of this disability equality scheme provides a framework for integrating disability equality into all aspects of school life. The specific actions currently being taken include:

<p><b>Involvement of people with disabilities in developing the scheme</b></p>	<p>Stapleford Community Primary School will consult with children with disabilities, staff and service users in the ongoing development of the Disability Equality Scheme by:</p> <ul style="list-style-type: none"> <li>• Developing support journeys, EHCP &amp; Annual Reviews with SEND children/parents</li> <li>• Analysis of available school disability data</li> <li>• Analysis of a range of Local Authority/Specialist Organisations reports which examined the experiences of children with disabilities</li> <li>• Meeting with parents at consultation evenings</li> <li>• Disability Equality scheme surveys of all members of the school community and users of school buildings.</li> </ul>
<p><b>Developing a voice for children, staff and parents/carers with disabilities</b></p>	<p>Stapleford Community Primary School is developing opportunities for children with disabilities, staff and parents/carers by:</p> <ul style="list-style-type: none"> <li>• Including children (where appropriate) and parents/carers in review meetings</li> <li>• Including children and parents/carers in school questionnaires</li> <li>• Class teachers discussing issues regularly with children (via PSHE and SEAL project)</li> <li>• Use of the School council</li> <li>• Having a cycle of agenda items at LGB meetings to discuss issues.</li> </ul>

	<ul style="list-style-type: none"> <li>• Pupil voice gained for EHCP meetings and for pupil passports</li> </ul>
<p><b>Encouraging participation in public life by people with disabilities</b></p>	<p>Stapleford Community Primary School ensures that children with disabilities are represented and encouraged to participate in:</p> <ul style="list-style-type: none"> <li>• Collective Worship</li> <li>• Performances</li> <li>• Sports activities</li> <li>• School council</li> <li>• Governing body</li> <li>• Parent Partnership Meeting</li> </ul> <p>Children with disabilities are included fully in normal school life. However, as with all children, risk assessments will be undertaken to ensure the safety of all participants in any activity.</p>
<p><b>Eliminating harassment and bullying</b></p>	<p>Stapleford Community Primary School has a clear policy on anti-bullying that makes specific reference to bullying of people with disabilities.</p>
<p><b>Promoting positive attitudes towards people with disabilities</b></p>	<p>Stapleford Community Primary School promotes positive attitudes towards people with disabilities by:</p> <ul style="list-style-type: none"> <li>• Ensuring displays, reading books and resources across the school and in the library reflect diversity</li> <li>• The curriculum positively promoting difference</li> <li>• Teachers taking into account EHCP plans and support journeys when planning lessons</li> <li>• Use of outside agencies to support staff training</li> <li>• Using newsletters and web pages to promote policies.</li> </ul>

<p><b>Removing barriers</b></p> <p><b>a) to learning</b></p>	<p>Stapleford Community Primary School removes barriers by:</p> <ul style="list-style-type: none"> <li>• Encouraging all children to achieve our vision ‘aspire, challenge, discover’ and to surprise us by what they can do.</li> <li>• Not excluding children with disabilities from school trips unless a full risk assessment indicates that participation should not take place. Additional staff are allocated to accompany solely those children with specific needs. Wheelchair access bus/coach transport is used if required. Risk assessments are carried out for chosen trip locations.</li> <li>• Having appropriate seating and desk support available to provide necessary back support where required.</li> <li>• Operating a Teaching and Learning Policy that requires all lessons to be differentiated (as appropriate) to accommodate the capabilities and disabilities of children. Teachers are provided with information specific to individual children.</li> <li>• Ensuring children with disabilities have access to extra curricula activities.</li> <li>• Should it become necessary, Braille signs for visually impaired children will be installed.</li> <li>• Should it become necessary, a sound loop for hearing impaired children will be installed.</li> <li>• Using coloured backgrounds on Interactive Whiteboards to aid children with dyslexic type difficulties.</li> <li>• Teachers adapting, where possible, resources and techniques to suit a wide range of learners.</li> <li>• All children having equal access to resources. Provision is made for all abilities and specialised resources are available for SEND children.</li> <li>• Following SATs guidelines to ensure that children with disabilities have the same opportunities as their peers.</li> <li>• Having strong links with external partners e.g. Advisers, Social Service, Health Service, Speech and Language therapists, Specialist teachers, music teachers, Sawston Village College.</li> <li>• Using external advisers to support SEND meetings.</li> </ul>
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	<ul style="list-style-type: none"> <li>• Using external advisers to assist with planning of PSHE programme where appropriate.</li> <li>• Regular staff INSET on teaching children with additional needs.</li> </ul>
<b>b) access</b>	<p>Ensuring that all areas of the curriculum can be delivered from all classrooms.</p> <p>All parts of the school are accessibly:</p> <ul style="list-style-type: none"> <li>• There is a ramp in the courtyard leading to the EYFS rooms</li> <li>• There is ground floor access to the KS2 block and Community Room.</li> </ul> <p>Parents are not permitted to park at the school but there is a parking space closest to the front door should access be needed by a child or parent if there is an accessibility need.</p>
<b>Impact Assessment</b>	<p>Stapleford Community Primary School undertakes Disability Equality Impact Assessments through two specific activities:</p> <ul style="list-style-type: none"> <li>• The school will use existing procedures for reviewing the impact of provision for children with disabilities e.g. Pupil passports /Annual Reviews/'My views', Year Reviews</li> <li>• External validation e.g. Parent/community surveys.</li> </ul>
<b>The Governing Body</b>	<p>Parents and children are made aware of how the Governing Body contributes to the life of the school through the school website and newsletters.</p> <p>The School and Governors consult with parents/carers through questionnaires.</p>

<p><b>What disability data is currently collected?</b></p>	<p>Stapleford Community Primary School currently collects the following disability data (qualitative and quantitative)</p> <p>1. For all children, including those with additional needs:</p> <ul style="list-style-type: none"> <li>• Admission forms</li> <li>• The total number of children with disabilities</li> <li>• Home and contact details</li> <li>• Outcomes of lesson observations in place to ensure that there is a consistent process for monitoring all teaching.</li> </ul> <p>2. For children with additional needs:</p> <ul style="list-style-type: none"> <li>• SEND/ 'pupil passports, EHCP, Annual Reviews</li> <li>• SEND Register</li> <li>• Integration of children with disabilities including access to the curriculum.</li> </ul> <p>3. For staff:</p> <ul style="list-style-type: none"> <li>• The total number of disabled staff</li> <li>• Number of appointments of disabled staff.</li> </ul>
<p><b>Reviewing and monitoring</b></p>	<p>The above data is reported to a number of bodies such as:</p> <ul style="list-style-type: none"> <li>• Governing body</li> <li>• School Leadership Team</li> <li>• Local Authority.</li> <li>• Anglian Learning Trust</li> </ul>

