

Newall Green High School

Disability Equality Scheme

School Ethos, Vision and Values.

Our vision is that Newall Green High School is somewhere that everybody, irrespective of age, gender, colour, religion, or disability, finds welcoming and caring.

The school promotes the principles of fairness and justice for all. We are determined that all pupils should have equal access to the full range of educational opportunities and are committed to ensuring that this equal treatment is extended to all employees, parents and any person accessing the school site.

We appreciate that some people will have a disability that will require special consideration and provision and aim to do all we can to ensure that a disability does not put anyone at a disadvantage. We intend to do this through communication, informed research and guidance, implementation of help and continual monitoring of success.

We firmly believe that 'Every Child (indeed every person) Matters'.

Our understanding of the term 'disability'.

The Disability Discrimination Act of 1995 states that a person has a disability if they have:

A physical or mental impairment which has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

We understand that this definition covers a broad spectrum of impairments which could include:

- Cancer
- Diabetes
- Epilepsy
- HIV
- Multiple Sclerosis
- Hearing and Sight impairments
- Long term mobility difficulties
- People with mental health conditions
- People with learning difficulties / disabilities.

We agree with the social model of disability which says that it is the constructs within our society that creates the barriers that limit people with disabilities. These physical, environmental and attitudinal barriers therefore need to be removed for all to achieve.

The General Duty

We will actively:

- Promote equality of opportunity between disabled people and other people.
- Eliminate discrimination that is unlawful under the Disability Discrimination Act.
- Be aware of and address harassment of disabled people that is related to their disability.
- Promote positive attitudes towards disabled people – informing others as to the nature of the disability and celebrating their achievements in an equal manner to everybody else.
- Encourage participation by disabled persons in public life whilst still respecting their wishes.
- Take steps to meet disabled people's needs, even if this requires more favourable treatment. (DDA 2005 S49A)

How we will meet the General Duty

We recognise the need to include the people who actually experience these difficulties. We have devised an Action Plan with the intention of developing protocols and strategies.

For Students and Parents:

- Disclosure letters to new families in order to gather information.
- Developing advice and information available from Parents Room.
- Senior Leader has responsibility for anti-disability remarks.
- F.T.E for students with disabilities checked regularly against non-disabled F.T.E.
- Differentiated Behaviour Policy in place.
- Disabled students speak formally to Student Council.

Procurement, recruitment, development and retention of disabled people.

As a school we must ensure we build disability equality into contracts. Staff will be recruited on suitability for the job without any form of prejudice against disability. At Newall Green High School we will collect information on disability and give staff the opportunity to raise personal issues whenever necessary. Time is given to attend courses to further all development in line with the CPD.

The Governing Body intend to achieve the Two Tick mark from Jobcentre Plus to show that we are positive about employing disabled people. To achieve this we are committed to:

- Interview **all** disabled applicants who meet the minimum criteria for a job vacancy and to consider them on their abilities.
- Discuss with disabled employees, at any time but at least once a year, what both parties can do to make sure disabled employees can develop and use their abilities.
- Make every effort when employees become disabled to make sure they stay in employment.
- Take action to ensure that all employees develop the appropriate level of disability awareness needed to make these commitments work.
- Review these commitments each year and assess what has been achieved, plan ways to improve on them and let employees and Jobcentre Plus know about progress and future plans.

The educational opportunities and achievements of disabled pupils.

Before a child is admitted to Newall Green High School we communicate with parents and pupils to collect information on disability. We will do our very best to ensure that the child has the necessary resources for full access to the building and curriculum upon admittance. Meetings are arranged by schools to ensure we are all informed of each child's individual needs.

Newall Green High School collects regular data on the achievements of all pupils through summative and formative assessments. Regular analysis of data tracks every child's achievements throughout their time at the school. Filtering and analysis of specific data is ongoing throughout the year to monitor progress.

When a child is identified with a disability their needs are taken into consideration and the curriculum is adapted and their targets personalised. Resources and programmes are put in place to help them achieve their targets. Provision Management and Mapping is used to centralise all data and ensure provision for disabled pupils is having positive and measurable success.

We actively encourage disabled pupils to participate in the extra curricular activities.

All pupils have equal opportunities to apply for positions of responsibility e.g. School Council posts of responsibility.

All pupils have access to school trips. Pre-emptive reasonable adjustments are made to allow for inclusion. Prior to the visit the venue is inspected to assess its suitability and possible problems for individual children are analysed, risk-assessed and the programme adapted accordingly.

Impact Assessment

Newall Green High School recognise that it is vital to ensure that the DES is regularly amended, evaluated for success and changed if necessary. We must continue to ask pupils, parents and staff for feedback as situations change. We must continue to raise awareness of the problems and rights of disabled people. The Governing Body and staff will monitor ongoing issues such as;

- Training needs of the school regarding the DES and the potential admission of a disabled child with specific needs as well as the possible deterioration of an existing pupil.
- Assessing the impact of the DES Action Plan and amending and extending it as deemed necessary.
- Prioritising the best use of funds and resources.
- Seeking external advice and help where necessary.

We will seek to address these issues. The scheme will be reviewed and commented upon each year and revised every three years.

May 2016

