

Northside School Disability Scheme & Policy

Rationale

The Amended Disability Discrimination Act (DDA) 2005 required primary schools to take a more proactive approach to promoting disability equality and eliminating discrimination. We were required to publish a Disability Equality Scheme and implement all that was reasonable & practical.

This is because people with disabilities within the UK are twice as likely:

- not to go to university
- not to have any qualifications
- not to have a job.

Furthermore, disabled people are more likely to be victims of bullying:

- 38% of young disabled people said that they had been bullied at school. (Disability rights commission 2002)
- 90% of people with a learning disability experience bullying (Mencap 2000 Living in Fear).

Definition of Disability

According to the Equalities Act of 2010 a disabled person (child or adult) is someone who 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. A physical or mental impairment includes sensory, mental functioning, learning difficulties and long term health conditions such as diabetes, asthma, epilepsy, HIV infection, cancer & multiple sclerosis. Long term means an impairment that has lasted at least 12 months or for the rest of the person's life.

Aims & Objectives

The aim of this scheme and the accompanying action plan is to address the needs of pupils, employees and other users of the school so that where **reasonable adjustments** are identified they are made.

We will ensure disabled people are not prejudiced or discriminated against on account of their disability and that they enjoy the same opportunities and privileges as all other people. We will:

- promote equality of opportunity between disabled people and other people
- eliminate discrimination that is unlawful under the Disability Discrimination Act
- eliminate harassment of disabled people that is related to their disability
- promote positive attitudes towards disabled people
- encourage participation by disabled people in school & public life
- take positive steps to meet disabled people's needs
- increase the extent to which disabled pupils can participate in the school curriculum.

Northside School will make reasonable adjustments to support pupils, staff, parents & carers and other people who use the site. Particular emphasis will be placed on:

- school policies, strategies & procedures
- admissions
- access
- environment, Premises & Letting
- health & safety
- medicines, personal care & training
- pupil participation
- curriculum, teaching, learning & assessment
- school clubs & extended days
- educational visits

- behaviour & anti- bullying
- staff recruitment, retention & sickness
- information sharing
- governance
- complaints procedures.

Action Plan

Northside School intends to meet the Disability Equality Duty by producing an Equality Action Plan. In devising this Action Plan we will consult disabled and non disabled pupils - past & present, teaching and non-teaching staff, parents, and relatives of children within the school, users of the premises, other professionals and members of the wider community. Involvement will be through questionnaires, introductory letters to new admissions and declarations by staff, parents and children. Progress will be reported annually and the Action Plan will be reviewed and revised every three years.

Information Gathering

Employees

Disabled people are not required to disclose a disability, though it is in their interests to do so if they need reasonable adjustments to be made for them.

Information from new staff will be gathered through the job application form. Existing staff will have the opportunity to make disclosures via a questionnaire or through discussions with either their line manager or a senior member of staff that they feel comfortable talking to.

Information disclosed by will be analysed and used to assist in the recruitment, development & retention, resources and support of disabled employees. It will also show how disabled people are represented among different groups of employees.

Parents, Carers & Pupils

As there is a wide definition of disability, parents will be asked through a questionnaire if either they or their child are disabled. We also hope to encourage response from parents by reassuring them how the information will be used.

This information will be used analysed to help determine how Northside School will best meet the needs of the various disabled users of the school.

Participation & Achievements of Disabled Pupils

Participation

Northside will consider and report annually:

- any areas of the curriculum to which disabled children have had limited or no access
- how disability issues are reflected in the curriculum
- how disabled pupils participate in extra-curricular activities
- if there are any parts of the school environment which disabled pupils have limited or no access to
- how different forms of communication are made available to enable all disabled pupils to express their views and hear the views of others.

Achievements

Achievements of disabled pupils, as with all children at Northside School, will be collected through teacher assessment and end of year optional and statutory assessments, including P Scale levels. Broader outcomes such as those set out in Every Child Matters and achievements in extra curricular activities will also be incorporated and reported annually to parents in their child's annual report.

Confidentiality Statement

Should a pupil, member of staff, parent, carer or other person using the school disclose information about his/her disability, then the member of staff with the information will treat it with complete confidence and not impart it to anyone else.

Where it is proposed that the information should be revealed to a third party, the reasons for this will be explained and permission will be obtained before proceeding. Even if the member of staff believes it would be in the interest of the pupil, member of staff, parent, carer or other person using the school to reveal this information, it would be improper to do so if permission was declined.

In rare/exceptional circumstances, Northside School will reserve the right to relax confidentiality when there appears to be serious risk to pupils, members of staff, parents, carers, or other people. In such circumstances, consent will be sought, if at all possible.

Complaints

Where a pupil, parent, employee or visitor to the school feels that they may have been discriminated against, they should follow the school's usual complaints procedure. Generally, this is as follows:

Pupils or pupil related matters should be reported to the class teacher

Parents and Other Users of the School should speak to the Senior Management Team. Employees should contact their Line Manager

Review

This scheme will be reported on annually. It will also be reviewed and revised every three years. This process will continue to involve disabled pupils, staff & parents and be based on information that the school has gathered.

Responsibility

Responsibility for the duty lies with the Governing Body of Northside School, however, it is the responsibility of all the school community to support & implement the positive ethos.

This policy should be read in conjunction with all other school policies.

If you would like this policy in larger print or audiotape, please let us know.

Policy reviewed: November 2017

Ratified by the GB: