

CRICK PRIMARY SCHOOL

Disability Equality Scheme: December 2007

This Disability Equality Scheme meets the requirement to produce one under the Disability Discrimination Act 1995, as amended by the Disability Discrimination Act 2005. It conforms to the regulation approved by Parliament on 25th October 2005.

The General Duty

The key difference from other Disability legislation is that this Act requires the taking of proactive steps to promote equality for all – and not simply for pupils.

This General Duty requires us to pay due regard to the need to:

- Eliminate discrimination
- Eliminate harassment related to a disability
- Promote equality of opportunity between disabled people and other people
- Promote positive attitudes towards disabled people
- Encourage participation by disabled people in public life
- Take steps to take account of disabled people's disabilities even where that involves treating disabled people more favourably than other people

The General Duty applies to virtually all public bodies. In addition, schools have a specific duty to produce a Disability Equality Scheme to assist in the fulfilment of the above General Duty.

The school encourages its community to use the school premises advertising its newly refurbished toilet for the disabled and its one level design enabling full wheelchair access.

1. How have disabled people been involved in the development of the DES?

One of our school Governors has invited some disabled villagers into school. They have had mobility problems and have helped us to understand the problems which exist in our present buildings. We also had the use of a wheelchair and found the exercise of manoeuvring the wheelchair in and out of doorways very revealing. Disabled people have been invited via the Village News and through our community links to be involved with the DES development.

2. How will the Governing Body assess the impact of its policies and practices, or the likely impact of its proposed policies and practices, on equality for disabled persons?

The Governing Body will gather appropriate information and receive an Annual report from its premises committee each calendar year. In the first year there will be an Interim report in (December 2007) covering the period from the publication of the Scheme, in order to monitor and evaluate the Action Plan, which covers this period; and to approve a new Action Plan to cover the remainder of the three-year life of the Scheme.

The Annual Report will be published in December 2007 as required by the regulations.

3. **Action Plan: steps to meet the General Duty.** (See attached)
4. **Arrangements for gathering information on the effect of policies and practices and practice on disabled persons.**

All information will be gathered in accordance with the guidance issued by the Disability Rights Commission:

- An annual analysis of attainment and achievement data of pupils and adult learners with disabilities
- Annual facilitated working group of appropriate people and pupils to monitor DES
- Agree contents of the Annual Report with any other providers of services on site

5. **How will the information gathered be used to assist in achieving the General Duty to promote Disability Equality?**

The General Duty will be reported separately and annually, and suitable data drawn from the information gathering will be used to make a judgement about the extent to which the General Duty is being met and make any interim changes to the Scheme. This Report will be made widely available.

Conclusion

We aim to have an identifiable and positive impact on the lives of all who are part of Crick School, all users of any services provided on our site and also on members of the wider community we serve.

We aim to fulfil the spirit as well as the letter of Disability Discrimination Act and of this Scheme.

Reviewed:	December 2007
Agreed:	January 2008
Review Date:	December 2008

Disability Equality Scheme

Annual Report - December 2007

- Scheme has been approved by the Governing Body.
- Community has been invited to become involved in the DES via the Village News and other community links
- Mrs Davis, a school Governor has arranged for some of our elderly, disabled villagers to test out the access and toilet facilities in school. This proved a very interesting and useful exercise
- Our re-furbished toilet for the disabled has been publicised in the school newsletter and the fact that we are a wheelchair-friendly school
- Job adverts will encourage disabled people to apply
- The accessibility plan has been reviewed and minor works are planned to improve doorways which need small ramps for wheelchairs