

St Luke's CE Primary, Endon

'Together, in faith, we will succeed'

Disability Equality Scheme and Accessibility Plan

Created: April 2017 (to be reviewed annually)



Executive summary:

1. The purpose and direction of the school's scheme

To show how the school is going to meet the duty to promote disability equality for disabled pupils, staff, parents and visitors.

2. The Disability Equality Duty

The duty requires schools, when carrying out their functions, to have due regard to the need to:

- Promote equality of opportunity between disabled people and other people
- Eliminate discrimination that is unlawful under the Equality Act 2010
- Eliminate harassment of disabled people that is related to their disability
- Promote positive attitudes towards disabled pupils
- Encourage participation by disabled people in public life
- Take steps to meet disabled people's needs, even if this requires more favourable treatment

The duty applies across schools' duties:

- To disabled pupils
- To disabled staff
- To disabled parents / carers and other users of the school

3. Involvement of disabled pupils, staff and parents

In development of the scheme the following are to be interviewed (when applicable and appropriate) to gain their views in relation to barriers they face and methods of overcoming these barriers.

- Disabled pupils
- Disabled members of staff
- Disabled users of the school

4. Information gathering

Information about disabled people will be gathered through the following means:

- Pupil admission information
- Parental questionnaire
- SIMs.net data sets
- SEND reviews / Statements
- Recruitment process
- Staffordshire County Council / Entrust Access Officer

Achievements of disabled people will be gathered through:

- Data analysis on progress and value added
- Celebration Assembly/ awards for achievement/ certificates etc.

Information is gathered as part of the school's self evaluation process and is used to inform future plans and schemes

5. Impact assessment

The impact of all school policies and practice on disability equality will be assessed at the time of review with the Governing Body.

6. Main Priorities

Following examination of the information gathered, the priorities for development will be set out in an action plan to address areas of potential discrimination under the Equality Act 2010.

7. Making it happen

Implementation

The action plan will include

- Clear allocation of lead responsibility
- Clear allocation of resources
- An indication of expected outcomes or success criteria
- Clear timescales
- A specified date

Evaluation will be through the appropriate Governor committee.

8. Publication

The scheme will be available on the school website and upon request.

9. Reporting

The school will report on the scheme annually via the school website.

10. Review

The scheme will be reviewed and revised as necessary (and on a 3 year cycle).

Disability Provision as at April 2017

- Disabled toilet (installation to be reviewed annually in line with latest standards)
- New pupil toilets meet latest standards
- Ramp access (installation) to the classrooms to be reviewed annually
- Working towards Healthy School & Dyslexia Friendly Schools status
- Appropriate and specific intervention programmes for SEN pupils
- Class Support and School Support in place for SEN pupils
- On-site parking – designated parking space
- Escorts on educational visits / residential courses as appropriate to ensure equality for all
- 1:1 support for pupils with EHCP plans

Check list for school Head teacher and Governors

Is information collected on disability with regard to both pupils and staff? Is this information used to improve the provision of services?

Is pupil achievement monitored by disability? Are there trends or patterns in the data that may require additional action?

Are disabled pupils encouraged to participate in school life? How is this shown through representation in school events such as class assemblies and the school council?

Is bullying and harassment of disabled pupils and staff monitored and is this information used to make a difference? Is disability portrayed positively in school books, displays and discussions such as circle time and class assemblies? Does the school take part in annual events such as Deaf Awareness week to raise awareness of disability?

Is the school environment as accessible as possible to pupils, staff and visitors to the school? Are open evenings and other events which parents or carers attend held in an accessible part of the school?

Is information available to parents, visitors, pupils and staff in formats which are accessible if required? Is everyone aware of this? Are procedures for the election of parent governors open to candidates and voters who are disabled?

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Disability Equality Scheme and Accessibility Plan

(1st April 2017 – 31st March 2020)

Disability Equality Scheme Action Plan

St Luke's CE Primary School, Endon will take the following actions to inform our Disability Equality Scheme and under the following aspects of the General Duty:

- Promoting equality of opportunity between disabled people and other people;
- Eliminating discrimination that is unlawful under the Equality Act 2010;
- Eliminating harassment of disabled people that is related to their disability;
- Promoting positive attitudes towards disabled people;
- Encouraging participation in public life by disabled people;
- Taking steps to meet disabled people's needs, even if this requires more favourable treatment.

Priority One: Improving Curriculum Access				
Action	Timescale	Resources & Personnel	Monitoring - Personnel/Systems	Measuring impact & Review comments
Develop staff awareness on participation & ability of disabled children	July 2017	SENCO & PW X2 INSET sessions	Report to governors through T&L committee Fortnightly planning reviews Lesson observations (PMC)	Increase in access to the National Curriculum
Classrooms are organised to promote participation and independence for all pupils	Sept 2017	Class teachers (CT), SENCO, TM & PW	Termly review of lay out – TM & PW	Increase in access to the National Curriculum
Ensure educational visits are accessible to all children where this does not contravene safety	On-going	SENCO, PW & CT	Head teacher's report to governors Attendance on trip registers	Increase in access to all school activities for all disabled pupils

Priority Two: Improving Access to Information				
Action	Timescale	Resources & Personnel	Monitoring - Personnel/Systems	Measuring impact & Review comments
Make available all written material in alternative formats (seek advice from LA)	July 2017	JT & PW	Inclusion link governor (termly visit and review)	The school will be able to provide written information in different formats when required for individual purposes
Make available school brochures, school newsletters and other information for parents in alternative formats	July 2017	JT & PW	Inclusion link governor (termly visit and review)	All school information available for all
Review documentation with a view of ensuring accessibility for pupils with visual impairment	July 2017	SENCO, PW & JT	Inclusion link governor (termly visit and review)	All school information available for all

Raise the awareness of adults working at and for the school on the importance of good communications systems.	April 2017	PE, JT & PW	Inclusion link governor (termly visit and review)	School is more effective in meeting the needs of pupils.
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Priority Three: Improving Physical Access		
Action	Timescale	Resources & Personnel
Location of disabled parking access improved and demarcated	July 2018	PW & TM (LA funding bid – 25% contribution)
Dropped kerbs either side of main vehicle entrance.	July 2018	PW & TM (LA funding bid – 25% contribution)
Anti-glare film to be applied to the doors	July 2017	PW & TM (Maintenance line of main school budget)