



# Disability Equality Scheme Policy and Action Plan

From: January 2023 – January 2026

Kington St. Michael C.E. Primary School

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<b>Reviewed by:</b>	<b>Full Governing Body</b>

The Disability Equality Scheme Policy and the accompanying action plan sets out how the governing body will promote equality of opportunity for disabled people and will include the reviewed and revised School Accessibility Plan.

## Introduction

Duties under Part 5A of the DDA 2005 require the governing body to:

- promote equality of opportunity for disabled people: pupils, staff, parents, carers and other people who use the school or may wish to; and
- prepare and publish a disability equality scheme to show how they will meet these duties.

Parts 2, 3 and 4 of the DDA 2005 apply to different aspects of the school's operation: to employment, to the provision of services and to education. The Disability Equality Duty brings together schools' responsibilities under Parts 2, 3 and 4 and the school's scheme shows how the school is meeting its general duty to promote disability equality across all its areas of responsibility.

Duties in Part 4 of the DDA 1995 require the governing body to plan (The Schools Accessibility Plan) to increase access to education for disabled pupils in 3 ways:

- increasing the extent to which disabled pupils can participate in the school curriculum;



- improving the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services;
- improving the delivery to disabled pupils of information which is provided in writing for pupils who are not disabled.

### **The purpose and direction of the school's scheme**

The purpose of the school's scheme is to meet the duty to promote equality of opportunity for disabled pupils, staff, parents and other users of the school.

- Establish with all staff, overall vision of the duty to promote equality of opportunity for disabled pupils, staff and parents.
- Six elements of the duty are:
  - Promoting equality of opportunity
  - Eliminating discrimination
  - Eliminating harassment
  - Promoting positive attitudes
  - Encouraging participation
  - Taking steps to meet disabled people's needs, even if this requires more favourable treatment

### **Action by Headteacher and Governors responsible for DES:**

- Raise awareness of 6 elements with all staff, governors, parents and pupils.
- Refer to 'Implementing the DDA in Schools'
- Ensure understanding of the broad definition of Disability within the DDA.
- Encourage disclosure of disability by pupils, parents, staff and other users of the school.



## **Involvement of disabled pupils, staff, parents and other users of the school**

The school will consider and plan to involve disabled pupils, staff, parents and other users of the school.

If required, the school will have a consultative group of a disabled member of staff, a disabled parent, with a disabled child and the Governors' premises committee. Parents will also be consulted using a questionnaire. Other members of staff and the School Council will also be consulted through staff and council meetings.

The school will continue to take into account the preferred means of communication for those with whom they are consulting and the Office staff will use email to supplement any letters home.

We will ensure we will involve a range of people and hear a range of views.

The views of the disabled pupils, staff, parents and other users of the school will be used to set priorities and will be sought annually.

## **Information gathering**

The collection of information is crucial to supporting Kington St Michael School in making decisions about what actions would best improve opportunities and outcomes for disabled pupils, staff and parents. The information will also subsequently help us to review our performance. Information will be detailed enough to enable us to measure the delivery on disability equality, to assess the impact of the changes we have made and to help us identify which of our priorities have been achieved.

Identifying disabled pupils, staff, parents and other users of the school is key to the development of the DES.

## **Definition**

The DDA defines a disabled person as someone who has:

'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.'

Definition of the terms:

- 'physical impairment' includes sensory impairments;
- 'mental impairment' includes learning difficulties and an impairment resulting from or consisting of a mental illness;
- 'substantial' means 'more than minor or trivial'; and
- 'long-term' is defined as 12 months or more.



The definition includes a wide range of impairments, including hidden impairments such as dyslexia, autism, speech and language impairments, Attention, Deficit Hyperactivity Disorder (ADHD). These are all likely to amount to a disability, but only if the effect on the person's ability to carry out normal day-to-day activities is substantial and long-term, as defined above.

The effect on normal day-to-day activities is on one or more of the following:

- mobility;
- manual dexterity;
- physical co-ordination;
- continence;
- ability to lift, carry or otherwise move everyday objects;
- speech, hearing or eyesight;
- memory or ability to concentrate, learn or understand;
- perception of risk of physical danger.

Some people are automatically covered by the definition: those with cancer, multiple sclerosis, HIV infection or a severe disfigurement. There are special provisions for people with progressive or recurring conditions.

### **INFORMATION TO BE GATHERED**

- Recruitment, development and retention of disabled employees
- Education opportunities available to and achievement of disabled pupils
- Disabled parents' carers and other users of the school (All efforts to be made to collect information)
- Make decisions on how the information is to be held in school, and how it interlinks with other registers.

### **Impact assessment**

Impact assessment refers to the review of all current and proposed policies and practices in order to formally assess their impact on disabled people. Impact assessments will be an on-going process to ensure that our policies and practices develop and evolve and will be incorporated into the school's planned review and revision of every policy. Every new policy or procedure will be drawn up with regard to our duty to promote disability equality.



### **Identifying the main priorities for and deciding actions**

The priorities for the Disability Equality Scheme action plan will be set in the light of:

- an examination of the information that the school has gathered; and
- the messages that the school has heard from the disabled pupils, staff and parents who have been involved in the development of the scheme.

Some of the priorities identified will themselves be about:

- improving information;
- improving the involvement of disabled pupils, staff and parents.

### **Making it happen**

#### **Implementation**

The scheme will be supported by detailed action plans and incorporated into our School Development Plan, with oversight of the governing body so that progress can be checked.

The Action plan will show:

- clear allocation of lead responsibility;
- clear allocation of resources;
- an indication of expected outcomes or performance criteria;
- clear timescales;
- a specified date and process for review.

Our Disability Equality Scheme will incorporate the school's Accessibility Plan. The evaluation of the present plan will inform the action plan within our new Disability Equality Scheme.

We will evaluate the effectiveness of our scheme with our School Improvement Partner and Ofsted when the school is inspected



## **Publication**

The DES is available on the school website and we will provide a copy for anyone who requires a copy.

## **Reviewing and revising the scheme**

As part of the review of the scheme, we will:

- revisit the information that was used to identify the priorities for the scheme
- re-examine the information to see if actions that the school has taken have affected opportunities and outcomes for disabled pupils, staff and parents.

The review of the scheme will inform its revision: how the school sets new priorities and new action plans for the next scheme. This process will continue to:

- involve disabled pupils, staff and parents
- be based on information that the school has gathered.



## Kington St Michael Accessibility Plan 2023 – 2026

	Targets	Strategies	Outcomes	Timescale
<b>Short Term</b>	Paint warning lines on steps around school.  Car park and bus parking areas painted to ensure safety in front of main building	Link with asset Management Plan	Clear visibility	March 2023
<b>Review</b>	Warning lines painted on steps from Blackbird classroom to main playground and clearly visible. Bus and car parking areas repainted. These will be checked and repainted as required. Achieved.			
<b>Medium Term</b>	Storage of resources and equipment across school will be reviewed in order to maximise space and improve access	Move bookcases out of corridor areas, ensure thoroughfares are clear of resources to enable easy access	Improved accessibility and better use of space across the school	July 2023
<b>Review</b>	Book cases removed from corridors. Corridors and thoroughfares regularly checked and kept clear. Access and space maximised, improved accessibility for all. Achieved.			
<b>Long Term</b>	If the need arises, set up working party and further improve security, accessibility and provision around the school	Explore replacing internal security doors and adding CCTV to enhance school security measures.	Improved security, access and provision	July 2025
<b>Review</b>	New external pedestrian side gate fitted to enable pupils to walk to school without crossing mouth of car park or main village road. Achieved.			