



Llanharan Primary School

Equality Policy

In April 2011, the Equality Act 2010 came into force.

At Llanharan Primary we recognise our statutory duty to implement it. Below outlines the means by which this is achieved.

At Llanharan Primary School we are committed to ensuring equality of education and opportunity for disabled pupils, staff and all those receiving services from the school. We aim to develop a culture of inclusion and diversity in which people feel free to disclose their disability and to participate fully in school life.

The achievement of disabled pupils and students will be monitored and we will use this data to raise standards and ensure inclusive teaching. We will make reasonable adjustments to make sure that the school environment is as accessible as possible. We recognise, as described in the Act, that at times this may require the school to positively discriminate in favour of someone with a disability in order that equal access and opportunity might be achieved.

At Llanharan Primary School, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

In seeking to be a fully inclusive school, we will endeavour to create an environment which does not adversely affect any member of the school community, and which promotes enjoyment and achievement for all.

Check list for school staff and governors

- Is information collected on disability with regards to both pupils and staff? Is this information used to improve the provision of services?
- Is pupil achievement monitored by disability? Are there are 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?

Principles

- ▣ Compliance with the DDA is consistent with our School Aims and our Equal Opportunities Policy, as well as our SEN and Inclusion Policy.
- ▣ We recognise our duties under the Equality Act 2010.
- ▣ Not to discriminate against disabled pupils in their admission or exclusion, nor in the provision of education and associated services
- ▣ To take reasonable steps to avoid putting disabled pupils at a substantial disadvantage
- ▣ To identify and review barriers to access annually, and produce an action plan to address these
- ▣ In performing their duties, the Governors and Staff will have regard to the DRC Code of Practice 2002.
- ▣ The school recognises and values parents' knowledge of their child's disability and its effect on his/her ability to carry out normal activities, and respects the parents' and child's right to confidentiality.
- ▣ The school provides all pupils with a broad and balanced curriculum, differentiated and adjusted to meet the needs of individual pupils and their preferred learning styles.
- ▣ The school endorses the key principles of the National Curriculum framework which underpin the development of a more inclusive curriculum, by:
 - Setting suitable learning challenges
 - Responding to pupils' diverse needs
 - Overcoming potential barriers to learning and participation for individuals and groups of pupils
- ▣ We recognise that disability of a family member can impact on the lives of the whole family and will endeavour to:
 - Ensure siblings of disabled children are assessed as individuals unrelated to the disability of their sibling.
 - Assess the impact of disability of a sibling or parent/carer on individual children and provide support as appropriate and required.

Planning the Curriculum

- ▣ We will obtain data on future pupil population, wherever possible, to enable advanced planning to accommodate the needs of children with disability
- ▣ The curriculum will be differentiated where necessary by task, by outcome and by support offered.
- ▣ We will liaise with external agencies for the benefit of the child
- ▣ We will offer support to ensure the curriculum needs are met
- ▣ We will ensure sufficient information is provided to staff, bearing in mind the needs of the child and the need for confidentiality
- ▣ We will ensure special arrangements are made to support the child in statutory assessment (SATs)
- ▣ We will seek to obtain specialist resources to support specific needs
- ▣ We will involve the pupils and their parents in drawing up Individual Education Plans

The Physical Environment

- ▣ We will take account of the needs of pupils and visitors with physical difficulties and sensory impairments when planning and undertaking future improvements and refurbishments of the site and premises as identified in our Disability Discrimination Act Survey and Access Plan.
 - We will review these annually and identify priorities for the coming year.

The Disability Equality Duty (DED)

Definition of disability

The Disability Discrimination Act 2005 (DDA) defines a disabled person as someone who has 'a physical or mental impairment which has a substantial or long-term adverse effect on his or her ability to carry out normal day-to-day activities'.

The DDA 2005 has also extended the definition of disability as follows:

- People with HIV, multiple sclerosis and cancer (although not all cancers) are deemed disabled before they experience the long-term and substantial adverse effect on their activities.
- Section 18 has been amended so that individuals with a mental illness no longer have to demonstrate that it is "clinically well-recognised", although the person must still demonstrate a long-term and substantial adverse effect on his/her ability to carry out normal day-to-day activities.

The Duty

The Equality Act 2010 places a general duty on schools, who need to have due regard for the following when carrying out their functions:

- 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.

This is also known as the Disability Equality Duty (DED) and applies to all disabled pupils, staff and those using services provided by schools.

The Disability Equality Duty (DED)

Monitoring

To meet the Disability Equality Duty, it is essential that aspects of school life are monitored to identify whether there is an adverse impact on children and young people with disabilities. The following will be monitored:

- Achievement of pupils by disability
- Disabled staff (including numbers, type of disability and satisfaction rates in staff surveys etc.)

Additional implications for schools

The role of a school as a service provider

Schools have additional implications as a service provider to make their buildings accessible when they hire out rooms or parts of the building.

Contact with parents and carers

When providing newsletters and information for parents and carers, schools should make this information available in an accessible format so that parents or carers who may be, for example, visually impaired, can access the information.

Additionally, events for parents and carers such as open evenings, meetings with teachers, should be held in accessible parts of the building.

Hiring transport

School staff will need to be aware of Section 6 of the Act when hiring transport as it puts new duties on transport providers, including the bus and coach companies, and the taxi and private hire car trade. The requirement to provide accessible vehicles is extended to include these transport providers. Bus companies will not be able to refuse a job because, for example, it may take longer to pick up disabled students.

The Disability Equality Duty (DED)

Election of parent governors

The election of parent governors will now be covered by the DDA 2005, and governors will need to ensure that the procedures for candidates to stand for election and for parents to vote for candidates are accessible to disabled people. However, the result of the election is not covered and disabled candidates will not be able to claim that they were not elected simply because they were disabled. Once a disabled parent governor is elected, the school governing body functions in relation to that parent are covered and the school must ensure that they can participate fully in school life.

Involvement and consultation

It is a requirement that disabled pupils, staff and those using school services should be involved in the production of the Disability Equality Scheme.

Llanharan Primary School has consulted with disabled pupils, staff and service users in the development of our Disability Equality Scheme by:

- Carrying out a survey to identify disabled parents/carers and children. the aim of the survey was:
 - To invite comments on our provision and seek suggestions on how we can improve it for the individual concerned
 - To invite parents/carers to be part of a disability monitoring group now or in the future.
- Working with a governor who has experience of disability.

Making things happen

In order to ensure that action is taken to meet the Disability Equality Duty, Llanharan Primary School has drawn up an action plan to make things happen, which outlines how the requirements of the DDA 2005 will be met. This action plan has been shaped in consultation with disabled people as outlined in the previous section, and may include some of the good practice examples below.

Good practice examples

The following examples provide good practice suggestions on how disability equality can be promoted in a school environment and are presented here as a resource on which to draw during annual review. They have been reviewed to show what we have done in the past and/or continue to do to enable us to identify priorities.

Good Practice Examples	Past Present Practice
<ul style="list-style-type: none"> • Promoting equality of opportunity between disabled people and other people. <ul style="list-style-type: none"> - Increase awareness of the ways in which parents of disabled children and young people can help to support their learning, for example through workshops; - Ensuring that the talents of disabled pupils are represented accordingly through the Gifted and Talented Learning Registers. 	<ul style="list-style-type: none"> • Parents signposted to services as appropriate • Proactively sought support when needs are identified • Talented and able learning is recorded on a central register. This register records exceptional learning in all areas.
<ul style="list-style-type: none"> • Eliminating discrimination that is unlawful under the DDA and harassment of disabled people that is related to their disability. <ul style="list-style-type: none"> - Monitor incidents of harassment and bullying of disabled pupils. Encourage pupils to report and take action against offenders. - If a number of incidents have been prevalent within a particular year group, use circle time, story time or assembly to investigate and address the issue with all pupils. 	<ul style="list-style-type: none"> • Constantly review provision for disabled pupils to ensure they receive their due • Give due regard to the social/personal issues that face disabled pupils and work proactively to address them in a positive way. • All bullying/harassment is dealt with swiftly • Vulnerable pupils are observed and monitored in the playground to ensure safe and happy playtimes • Children involved in accidents are recorded in the Accident Book so we can track possible bullying. • Staff issues addressed in the Bullying and Harassment Policy
<ul style="list-style-type: none"> • Promoting positive attitudes towards disabled people. <ul style="list-style-type: none"> - Use the school environment to promote positive attitudes to disability. Ensure that disability is represented in posters, collages, displays and learning materials. 	<ul style="list-style-type: none"> • Have had posters up of disabled people celebrating excellence • Have had several assemblies focused on the achievement of disabled people.

Good Practice Examples	Past Present Practice
<ul style="list-style-type: none"> - Celebrate and highlight key events such as the Paralympics, Deaf Awareness Week and Learning Disability Week. - At schools with specialist units, staff have successfully raised awareness about disability by going to talk to pupils from the mainstream school. 	
<ul style="list-style-type: none"> • Encouraging participation in public life by disabled people. <ul style="list-style-type: none"> - Ensure that disabled pupils are represented and encouraged to participate in class assemblies, plays, events and on the school council. 	<ul style="list-style-type: none"> • Disabled children are fully involved in the delivery of class assemblies to parents. If necessary, in the past, we have used digital video to ensure disabled pupils are included.

