



## **Equality objectives**

*Learning, striving, excelling  
Guided by faith...*

Miserden C.E. Primary School  
Disability Access Plan  
2018 –2019

The purpose of the Disability Equality Duty is to improve equality of opportunity for all disabled people using the school. Miserden C.E. Primary School's Scheme will demonstrate how we as a school will ensure that the requirements of the Disability Act 2005 are met.

## **Introduction**

Miserden C.E. Primary School is committed to ensuring equal treatment of all its employees, pupils and any others involved in the school community with any form of disability and will ensure that disabled people are not treated less favourably in any procedures, practices or service delivery.

This school will promote positive attitudes to disability and will not tolerate harassment of people with any form of physical or mental impairment.

Miserden C.E. Primary School recognises that "disability is not caused by the individuals, but by the physical, environmental and attitudinal barriers which exist in the education system and in society as a whole".

### **1.1 What do we understand by 'disability'?**

"Disability is a physical or mental impairment which has a substantial and long-term effect on a person's ability to carry out normal day-to-day activities" (DDA 1995, Part 1, para. 1.1)

The Disability Equality in Education (DEE) recommends that all pupils with special educational needs be included as disabled for the purposes of the Act. Behavioural difficulties arising from physical or mental impairments or from mental illness are also included.

### **How will we meet the General Duty and Specific Duty?**

The production of this Disability Equality Scheme provides us with a framework for integrating disability equality into all aspects of school life. It demonstrates how we are seeking to meet the specific duty i.e. to produce a Disability Equality Scheme for our school.

## **2. The General Duty**

- We will actively seek to:
- Promote equality of opportunity between disabled persons and other persons
- Eliminate discrimination, which is unlawful under the Act
- Eliminate harassment of disabled persons which is related to their disabilities
- Promote positive attitudes towards disabled persons in public life. This means not representing people in a demeaning way and not pretending they do not exist and so not representing them anywhere at all.
- Encourage participation by disabled persons in public life. It is important to respect the wishes of disabled children in an educational setting, so that they do not feel pushed into activities in which they do not wish to participate.

## **3. The Specific Duty – How we will meet the General Duty**

To comply with the DDA requirements, we will seek to remove barriers and will consider in particular:

### **3.1 The elimination of harassment and bullying**

We consider harassment and bullying very serious and are proactive in preventing incidents. Any such incidents are recorded in writing and reported to the Senior Leadership Team. We rigorously enforce our behaviour and Anti-Bullying policy and all work hard to promote behaviour which is considerate of others. This is done in various ways eg. through our P.S.H.C.E curriculum, School Christian Values and when necessary outside agency support.

### **3.2 Reasonable adjustments which will further enable disabled pupils to participate in the life of the school**

We make all reasonable adjustments which aid inclusion of pupils with disabilities eg. Toileting at specific times for pupils with continence needs, use of the lift to access all areas of the school.

All resources used in school are adapted according to need. All our policies, brochures and documentation are available on request in large print.

### **3.3 Contractors and Procurement, including the recruitment, development and retention of disabled employees**

The school act in accordance with our Equal Opportunities policy in the recruitment and training of staff. All persons are welcome to apply for any

vacancies which arise and will be considered for employment regardless of any disability. Should a person with a disability be appointed, all reasonable adjustments will be made within the school to enable them to effectively carry out their responsibilities.

### **3.4 Information, Performance and Evidence:**

Gathering information will be an ongoing process. We will collect data about disability over time and will analyse our policies and procedures in the light of our findings. Information and data collection will include:

- a) Pupil achievement
- b) Learning Opportunities
- c) Admissions, Transitions and Exclusions
- d) Social Relationships
- e) Employing, promoting and training disabled staff

### **Links between school policies and the disability access plan**

SEND policy  
SEN Information Report  
Behaviour and anti-bullying policy

Review Date: April 2019