

Oaks Park High School

Title of Policy: Disability Equality Scheme

Person responsible: J Hamill

Date for review: 2017

Oaks Park High School will:

Promote equality of opportunity for disabled staff, students and parents/carers by:

- collecting and analysing data to help the school understand and address potential barriers;
- working proactively to incorporate adjustments for disabled students, staff and parents/carers into policy and whole school practices;
- ensuring increasing access to the school's curriculum, the physical environment and written information through the Accessibility Plan. The Disability Equality Scheme will be reviewed simultaneously with the Accessibility Plan to ensure the principles of disability equality are fulfilled.

Eliminate unlawful discrimination under the Disability Discrimination Act by:

- raising awareness of disability issues, providing training on relevant adjustments and encouraging the sharing of good practice;
- reviewing and adjusting the school's policy and practice;
- raising expectations amongst all those working with disabled students, staff and parents/carers.

Eliminate harassment of disabled staff, students and parents/carers related to their disability by:

- raising awareness amongst staff and students of disability-related harassment;
- raising awareness of the importance of reporting possible bullying, however mild it may seem, to people without a disability;
- involving students themselves in combating bullying.

Promote positive attitudes towards disabled staff, students and parents/carers:

- through assemblies and the PSHE curriculum;
- through staff meetings;
- at parents' evenings;

Encourage participation by disabled staff, students and parents/carers in school life by:

- proactively seeking representation of disabled students, staff and parents/carers on the School Council and any of its committees;
- supporting disabled people who offer feedback to disabled students, staff and parents/carers to ensure that they feel confident in putting themselves forward for future participation;
- including information on the involvement of disabled people in the school's prospectus and newsletters;
- taking steps to meet disabled people's needs, even if this requires more favourable treatment.

Implementation of the Disability Equality Scheme

Overall responsibility for the scheme will rest with the Governing Body. The Governor's Curriculum Committee will consider the progress of the scheme and report on an annual basis to the Governing Body (Autumn Term).

Governors will review current and future policies and plans to ensure that they fulfil the principles of the Disability Equality Scheme as follows:

- Promote equality of opportunity for disabled staff, students and parents.
- Eliminate discrimination that is unlawful under the Disability Discrimination Act.
- Eliminate harassment of disabled staff, students and parents/carers which is related to their disability.
- Promote positive attitudes towards disabled staff, students and parents/carers.
- Encourage participation by disabled staff, students and parents/carers in school life.
- Take steps to meet disabled people's needs, even if this requires more favourable treatment.

The Headteacher, together with senior members of staff, will take responsibility for ensuring that relevant aspects of the scheme are incorporated into and acted upon in the school's policies and development plans.

In reviewing policies and development plans the school will consider whether:

- there is any evidence to show higher or lower take-up or participation by different groups;
- there is any evidence that different groups have different needs, experiences, issues and priorities in relation to the particular policy;
- there are opportunities to promote equality of opportunity or good relations by altering the policy.

The school will have consultations with relevant groups, organisations or individuals, when particular policies or functions create problems that are specific to them.

Publication and Review

The Disability Equality Scheme will be reviewed alongside the school's Accessibility Plan, which sets out how the school intends to:

- increase the extent to which disabled students can participate in the school curriculum;
- improve the physical environment of the school to increase the extent to which disabled students can take advantage of education and associated services;
- improve the delivery to disabled students of written information which is provided to students who are not disabled.

The Curriculum and Finance & Personnel Committees will be involved in the review of both documents and will advise on wider involvement in the Disability Equality Scheme and Accessibility Plan.