



**DAVISON CE HIGH SCHOOL FOR GIRLS**

**POLICY AND MANAGEMENT DOCUMENT**

**DISABILITY EQUALITY SCHEME and  
ACCESSIBILITY PLAN**

**January 2022**

# 1. INTRODUCTION

## 1.1 The duty to promote disability equality

The Disability Discrimination Act 1995 was a landmark in equality legislation, making it unlawful to discriminate against someone because of his or her disability. It also required organisations to make 'reasonable adjustments' so that a disabled person could take a job, continue to work for an organisation or access services.

The Disability Discrimination Act 2005 amended the 1995 legislation. It introduced the duty to promote disability equality, which partly parallels the duty to promote race equality introduced under the Race Relations (Amendment) Act 2000. The duty to promote disability equality contains two elements – a general duty for all public bodies and a specific duty, which applies to a more limited number of specified public authorities, including maintained schools. The Code of Practice produced by the Disability Rights Commission (DRC) states that the “overarching goal of the duty is to promote equality of opportunity”. In many cases the disadvantage and discrimination that disabled people experience arise from attitudinal and environmental barriers. The duty to promote disability equality aims to overcome these barriers.

This Scheme sets out the steps the governing body will take that will result in improved outcomes for students with disabilities, parents/carers and staff in all aspects of school life, in the wider community and in the non-educational services they might provide.

This Scheme builds on our accessibility plan and develops our work further to include:

- A definition of both disability and inclusion that is wider than special educational needs\* and applies to all vulnerable groups
- Taking a proactive approach in making reasonable adjustments
- Working with pupils, staff and parents/carers
- Involving the views of students with disabilities, their carers and staff where appropriate in identifying priority actions within the school improvement plan.

## 1.2 The General Duty

The general duty to promote disability equality places a duty on all public authorities, when carrying out their functions, to have due regard to the need to:

- Promote equality of opportunity between disabled persons and other persons
- Eliminate discrimination that is unlawful under the Disability Discrimination Act

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\* the legislation includes in the definition of SEND any pupil who has significantly greater difficulty in learning than the majority of peers or a disability preventing or hindering access to educational facilities

- Eliminate harassment of disabled persons that is related to their disabilities
- Promote positive attitudes towards disabled persons
- Encourage participation by disabled persons in public life
- Take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons.

### **1.3 The Specific Duty**

The specific duty requires a designated public authority (which includes schools) to produce and publish a Disability Equality Scheme (DES), setting out how it will fulfil its general and specific duties to promote disability equality. Disabled people must be involved in the development of the Scheme. The Disability Equality Schemes should last for three years with an annual review of progress.

### **1.4 Special Educational Needs and Disability (SEND) Code of Practice**

The SEND Code of Practice which came into force on 1<sup>st</sup> September 2014, explains the duties of schools to provide:

- Reasonable adjustments for children with a disability and young people
- Auxiliary aids and services to children with a disability and young people
- A Local Offer available on the school's website detailing current provision and resources offered by the school

## **2. DAVISON VISION AND VALUES**

### **2.1 Our vision and values**

Our Vision is that at Davison Church of England High School for Girls, students are free to choose any faith or none, but as a Church school, we want them to flourish, to live life in all its fullness as God intended. We reflect on what God has done for us through Jesus. We model his work through our Christian values. In our school we strive to reflect these values in the way we treat one another, conduct ourselves and care for those in our community and around the world.

At Davison CE High School, it is a prime aim that every member of the school community feels valued and respected, and that each person is treated fairly. We are a caring Christian community, whose values are built on trust, friendship, thankfulness, hope, forgiveness and friendship. This outworks in the form of respect, love and care for all, as reflected in this policy.

### **2.2 Who do we mean by "disabled people"?**

The Disability Discrimination Act 1995 definition of a person with disabilities is someone who has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. This includes 'hidden' impairments, such as mental illness, dyslexia, autism, speech & language, attention deficit hyperactivity disorder (ADHD), diabetes, or epilepsy. Substantial means "more than minor or trivial" and long-term means lasting or expected to last 12 months or more.

Disability is said to have an adverse effect if it affects one or more of the following

- Mobility
- Manual dexterity
- Physical coordination
- Continence
- Ability to lift, carry or otherwise move everyday objects
- Speech
- Hearing
- Eyesight (unless brought to functionally useful level by spectacles or lenses)
- Memory or ability to concentrate, learn or understand
- Perception of risk or physical danger.

In considering what might constitute a substantial disadvantage, the school has taken account of a number of factors, e.g.

- The time and effort that might need to be expended by a child with disabilities

- The inconvenience, indignity or discomfort a child with disabilities might suffer
- The loss of opportunity or the diminished progress that a child with disabilities may make in comparison with his or her peers who are not disabled.

Another way of considering whether particular special educational needs are disabling is illustrated in the table below:

	Physical, hearing, vision	Speech, comprehension	Learning	Perception of risk or danger
Autistic spectrum		✓	Some	✓
Behaviour		Some	Some	✓
Dyslexic-type needs			✓	
Other learning needs		Some	✓	Some
Physical sensory	✓	Some	Some	Some

The number of disabled children and young people across England has been estimated as between 7% and 12%. The school governing body and senior managers collect information regarding staff and pupil headcount by gender, disability, age and ethnicity, including data and other information on staff recruitment and progression. The school seeks to collect this information sensitively and confidentially, while encouraging disclosure.

### **2.3 Discrimination People with Disabilities Face**

People with disabilities are discriminated against in a number of different ways. These include

- Discriminatory attitudes
- A lack of accessible information
- Inaccessible environments
- Services that have not been designed to take account of the needs of people with disabilities.

### **2.4 Action to Date**

Our Disability Equality Scheme will take a fundamental step in removing these discriminatory barriers for disabled people in Davison CE High School. The Scheme builds on what we have done already to promote equality for disabled people.

We have adopted:

- An Accessibility Plan which aims to
  - Increase the extent to which students with disabilities can participate in the school curriculum
  - Improve the physical environment in Davison CE High School to increase opportunities for students with disabilities
  - Ensure that students with disabilities are provided with information in formats that are accessible for them
  
- An Equal Opportunities Policy which aims to ensure all pupils are treated fairly, to recognise and overcome barriers to learning and to prevent 'institutional racism' and to address racist incidents

### **3. INVOLVEMENT**

#### **3.1 Involvement of people with disabilities in Developing the Scheme**

Each year the Headteacher meets with a group of students with a range of disabilities and discusses their school experience and how it might be improved.

#### **3.2 Developing a voice for students with disabilities, staff and parents/carers**

Parents of students with disabilities are asked for their views on the school's ability to support their daughter. This is done by letter with some leading questions and an opportunity for open response too.

Staff with disabilities are also regularly consulted on ways in which we might improve our work with them and their experience of working at Davison. We feel that the presence of staff with disabilities working and interacting within the school is an excellent model for all students, staff and parents.

#### **3.3 The Governing Body**

Our Governing Body is open and accessible to everyone. We presently have one hearing impaired member and the team are fully aware of this and encouraged to make every effort to support their inclusion fully in discussion. Our school website is available to everyone and there is a clear section about Governors and their work. Governors are available at most of our in-person school events and make every effort to approach and engage parents in the school. An annual parent survey enables the Governing Body to keep in touch with the views of parents and carers and to include their responses when considering the School Development Plan.

#### **3.6 Eliminating harassment and bullying**

See Davison Behaviour policy, including Anti-bullying and the Equal Opportunities Policy

#### **3.7 Reasonable Adjustments**

We have made a number of reasonable adjustments, for example.:

- installed a lift funded by charitable donations and community action
- installed ramps on approach to all buildings
- made changes to decoration of premises to assist visually impaired students e.g. painted railings blue
- installed disability toilet facilities in every building
- push pad doors have been installed at the entrances to the main buildings
- enlarged paperwork is provided for visually impaired students
- student may leave lessons early to facilitate their movement easily around school
- particular colours are either included or excluded in the IWB screens depending on a student's disability
- students suffering from diabetes are able to eat small amounts of food in class as they feel necessary

- support in lessons
- time in CS (long or short term) for students unable to cope in certain lessons e.g. PE

### **3.8 School Facility Lettings**

The school is fully accessible to wheelchairs with good provision of toilet facilities.

### **3.9 Information, Performance and Evidence**

#### **a. Pupil Achievement**

All students are regularly monitored for progress, students with disabilities are looked with particular reference to their disability and its effect on their learning

#### **b. Learning Opportunities**

All opportunities are available to all students. There is no limit placed on any students due to a disability that we can counteract. We have made particular efforts to ensure that students may go on school visits and trips, including to the theatre, music events, fieldwork though individual adjustments may have to be made re timings to accommodate any limits on, say, mobility.

#### **c. Admissions, Transitions, Exclusions (including Behaviour cases)**

Our track record with students with disabilities means that many families choose to send their daughters here. We offer enhanced support and guidance at transition from primary to secondary and also in-school transitions as necessary.

#### **d. Social Relationships**

We model inclusion at every level of school life. Students are encouraged to treat everyone with respect and when there are breakdowns in this respect, students are supported in changing their attitudes. E.g. a newly admitted hearing impaired student was struggling with social relationships in her new class and the HI support team came in to do a presentation to her class and many of her teachers. She is now happy and settled and fully included in the life of the class.

#### **e. Employing, promoting and training staff with disabilities**

We provide equal opportunities for all staff and new appointments, regardless of their needs or disabilities. Reasonable adjustments are made at their request to enable them to work more effectively, adjustment of working hours and physical changes to their working environment.

## **4. IMPACT ASSESSMENT**

Davison CE High School recognises the importance of assessing the impact of its current policies and practices on disability equality, in order to ensure that they do not have an adverse impact on its disabled stakeholders and to inform future planning.

Assessment of the impact of our accessibility plans will be reviewed annually by a selection of representative staff and students with disabilities. Priorities will be determined by urgency of need, likely impact and availability of funding. External expertise will be sought when considered necessary e.g. adjustment needed for wheelchair bound students when refurbishing the Food room.

The outcome of the review and the resulting amended action plan will be reported to governors, parents via our website and provided by post to families of any students on the disabled register

Davison CE High School therefore regularly monitors the impact of the school's policies. This is captured by means of the school's equalities monitoring process which involves

- Consultation with disabled stakeholders, in order that areas for change can be identified
- Analysis of information from data collection relating to disability.

This Disability Equality Scheme is a working document and therefore one which will be subject to review and alteration in response to the school's impact assessments, and views expressed by its members who are disabled, and will be used to drive forward the promotion of disability equality. It will therefore be key to the review and development of all school policies and practices in order to achieve the school's vision of a welcoming and diverse community.

## 5. THE ACCESS PLAN

### Current strengths within the school are:

Policies are in place to promote equality of opportunity for all students, staff and visitors in all aspects of the life of the school.

The taught programme includes raising awareness of disability.

This has resulted in a generally positive attitude by students towards anyone in our community who is disabled.

Staff have a good awareness of their responsibilities towards students with disabilities in promoting positive attitudes throughout the school and meeting their individual needs.

Efforts are made to ensure that all students are supported to enable them to fully participate in the full range of activities throughout the school.

Accessibility across the school is good due to the extensive installation of ramps and the lift.

The school has an excellent provision of disabled toilets.

The use of interactive whiteboards has improved the situation for visually impaired students

Improved signage to toilets for the disabled.

Wider understanding of potential issues faced by students with diabetes and actions to keep conditions stabilised. This is a rolling programme of information and reminders to staff – led by Student Services.

Provision of large type-face resources for visually impaired students and understanding and use of suitable ink colours for white-board notations.– led by SENDCO.

Wider awareness of strategies to help students with hearing impairments: managing background noise levels in class; facing students when addressing them; offering quiet rooms for breaks and lunchtimes.

Provision of information regarding scribes and readers available for tests and exams to students needing support.

Ongoing programme of ensuring disability awareness and support to offer in times of emergency.

Regular (at least termly) meetings with students with disabilities to share concerns and inform suitable actions.

### Areas of improvement to be addressed when possible following Orientation audit for VI students

<b>Signage</b>	<b>LEAD role</b>
<ul style="list-style-type: none"> <li>• Fire alarm information in classrooms to be changed onto Yellow background and black lettering (<b>Action: Evacuation Signs in Fire Plan to be changed to Yellow</b>)</li> </ul>	Premises Manager
<ul style="list-style-type: none"> <li>• <b>Contrast edges (white band) to be repainted around all steps;</b> concrete slope by Maths office and entry by MA6; Drain by maths pod and ITR2; drain to east side of SC8 near entrance to science block. Also repaint all posts around the school.</li> </ul>	Premises Manager

<ul style="list-style-type: none"> <li>• <b>Trim bushes and garden areas</b> outside MR2, behind SC1 and in front of Ar 1 &amp;2.</li> </ul>	Premises Manager
<ul style="list-style-type: none"> <li>• <b>Paint contrast strip around kerbs:</b> to entrance of tennis courts; opposite DT2; closing edge of doors into Wallis Building, all art room door frames.</li> </ul>	Premises Manager
<ul style="list-style-type: none"> <li>• <b>Contrast strip</b> around: hand dryers in toilets; water fountains; posts in refectory, along floor at entrance to SC3 &amp; 4.</li> </ul>	Premises Manager
<ul style="list-style-type: none"> <li>• Check roller blinds work</li> </ul>	Premises Manager
<ul style="list-style-type: none"> <li>• Replace repair patch on floor in MFL toilets</li> </ul>	Premises Manager

***Information we will collect***

**This scheme will monitor -**

The attainment of students with disabilities  
Effectiveness of reasonable adjustments  
Recruitment, retention and career development of staff with disabilities  
Admission of students with disabilities  
Exclusion of students with disabilities

We will use the results of our monitoring and assessment activities to make reasonable adjustments, review the effectiveness of this plan and identify future priorities.

## **6. MAKING IT HAPPEN**

### **6.1 Implementation**

This Disability Equality Scheme represents the school's vision backed up by key actions which will be carried out within the next three years. There will be:

- Clear allocation of lead responsibility
- Clear allocation of resources
- Indication of expected outcomes
- Clear timescales
- Specified time-scale for process and review:

The Governing Body will monitor and review this scheme annually and will present findings to all members of the school community, and available in alternative forms of communication which are appropriate to the needs of its disabled members.

### **6.2 Evaluation**

There will be internal evaluation of this scheme as above, and also with the school improvement partner and OFSTED. Evaluation of this scheme will therefore be incorporated into the OFSTED SEF, as will the data giving information on the number of students with disabilities in the school, and their achievements.

### **6.3 Publication**

This document forms part of the school's improvement plan and equal opportunities policy.

### **6.4 Reporting**

There will be an annual report on this scheme demonstrating:

- Progress made
- Outcomes achieved
- Work in progress
- Amendments to the scheme.

This report will be published as follows:

- On the school's website
- Be available to all school members in hard copy, and in the form of alternative communication where necessary.

## **6. 5 Links with other school plans and policies:**

This document is linked to the following plans and policies:

- The School Improvement Plan
- The Equal Opportunities Policy
- SEND Policy
- Equalities Monitoring procedure
- Behaviour and Anti-Bullying Policy
- Protection of Employees and associated documents (including Bullying and Harassment)

## **7. DOCUMENT INFORMATION**

### **7.1 Date of next policy review**

This Policy will be reviewed every 3 years and the Plan will be reviewed annually.

### **7.2 Change History**

Policy Review Date	January 2022
NEXT REVIEW	January 2023
Senior Member of Staff Responsible	Deputy Head LM of SENDCO
Designated Member of Staff	SENDCO
Governor Responsible	Mr J Thompson

If you need further copies of this document, or would like the document in another format, such as enlarged print, Braille, audio tape or another language, please contact:

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