



## **Disability Equality Scheme**

Date Last Reviewed: **August 2022**  
Next Review Date: **September 2025**  
Audience: **Open**

**Contents**

<b>1. Introduction</b>	<b>2</b>
1.1. The purpose and direction of the school's scheme	3
1.2. Involvement of disabled pupils, staff and parents	3
1.3. Information gathering	3
1.4. Impact assessment	4
<b>2. The Main Priorities</b>	<b>4</b>
<b>3. Reviewing procedures</b>	<b>5</b>

## **1. Introduction**

Duties under 5A of the DDA 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
- Prepare and publish a disability equality scheme to show how they will meet these duties

This scheme sets how the governing body will promote equality of opportunity for disabled people.

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

Vision and values

Newnham Junior School is keen to take a proactive approach towards disability equality, ensuring that consideration of its disabled members is embedded in all decision making activities. Our vision for our community is that:

- Disabled members will be free from discrimination and harassment
- There will be equality of opportunity between those who are disabled and those who are not
- Positive attitudes towards disabled pupils, parents and staff will be promoted
- The needs of disabled members will be met, and where necessary, steps will be taken if more favourable treatment is required.

This vision will be key to the school's plans to close any gaps left from past decision-making in order to achieve positive outcomes for current and future disabled members of the school community.

### **1.2. Involvement of disabled pupils, staff and parents**

Newnham Junior School consulted all stakeholders-pupils, staff, parents/carers and other users of the school and paid particular attention to disabled members.

Key actions

- It is the aim of Newnham Junior School that where possible, reviewing, monitoring and amending this scheme will come under the ownership of the school's stakeholders with disability, who will continue to drive and steer its development.
- Staff and parents/carers are to be encouraged (sensitively) to disclose any special requirements/issue that may mean they are to be considered as having a disability.
- Opportunities will be made available to them to make use of software, visual display, audiotape and IT where necessary to enable them to communicate effectively

### **1.3. Information gathering**

Newnham Junior School values diversity within its community and is keen to ensure that it is promoting disability equality. The school therefore evaluates pupils/parents/visitors to see who has disability, in order to inform future access

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planning in terms of curriculum, physical environment, means of communication, as well as highlighting any possible need for improvement to employment and recruitment procedures.

Children and young people with disability have access to educational opportunity to achieve the outcomes of Every Child Matters which are included in school activities- curricular and extra-curricular.

Staff with disability are to have a key say in the monitoring of this policy.

## **1.4. Impact assessment**

Newnham Junior School recognizes the importance of assessing the impact of its current policies and practices on disability equality, in order to ensure that they do not have adverse impact on its disabled stakeholders and to inform future planning.

The 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 disabled members, and will be used to drive forward the promotion of disability equality.

## **2. The Main Priorities**

The physical environment needs to be reviewed annually to take account of any barriers to disability. This includes:

- Positioning the furniture so as to not be a barrier to access
- Ensuring that specialist advice is sought and skills are cascaded to all teaching and support staff e.g. members of the Hearing Impairment team visiting to give advice on equipment and strategies for teaching.
- Use of adapted equipment e.g. special scissors, writing slopes, move and sit cushions, coloured overlays where necessary
- Use of technology e.g. interactive white boards

### Eliminating discrimination and harassment

The promotion of disability equality requires an aware community. Issues of discrimination, bullying and harassment need to be recognised and addressed in policies and practices. Disability awareness will be promoted through the school's curriculum as follows:

- SEAL (Social and Emotional Aspects of Learning)
- PSHE
- Social skills groups
- Assemblies
- Visits from organisations e.g. DASH ( Disablement Association Hillingdon)

### Promoting positive attitudes

Disability awareness and positive attitudes towards disabled people need to be embedded in the school culture.

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Newnham Junior School will endeavour to promote positive images of people with disabilities in the school by ensuring that:

- Staff model respectful attitudes to promote positive images of people with disability and explain more favourably treatment sensitively when the need arises to all pupils
- Pupils, staff and parents with a disability hold responsible, representative and senior roles
- Successful people who have a disability are invited to speak at assemblies and other high profile events
- The success of pupils with disability is celebrated

## The encouragement participation in public life

The encouragement will ensure that disabled members are made to feel welcome in the school community and have authority and an ownership in its decision making, while also enhancing promotion of positive attitudes.

## Key Actions

- People with disability to be encouraged and supported wherever possible to participate in school events, activities and organisations.
- Positive images of people with disability participating are communicated within the school
- Main school events e.g. sports day, to have a place for pupils with disability to participate in a positive way.
- Monitoring of data on attendance, exclusion and bullying will take place each term by the Headteacher
- To continually look at making the school disability friendly

This policy is supported by other policies in place:

- Safeguarding and Child protection policy
- Equal opportunities policy
- Anti-bullying policy
- Positive behaviour policy

## **3. Reviewing procedures**

- This policy will be reviewed by staff and Governors and up-dated in line with all policies on a 3 year cycle.
- The DES is available on the school website and for all parents on request.

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This document was approved and adopted by the governing body

Date

August 2021

Name of the Chair of Governors

Tanya Huehns

Signature of the Chair of Governors

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<b>Date</b>	<b>Status</b>	<b>Comments</b>
7 <sup>th</sup> February 2018	No changes	
2 <sup>nd</sup> February 2021	No Changes	
August 2022	No changes	