

# Exmouth Community College



## DISABILITY EQUALITY SCHEME

<b>Policy Details</b>	<b>Date</b>
Policy Written	Sharon Walker / Graham Allen
Policy Reviewed by Governors	Premises Committee
Policy ratified by Governors	21.01.14
Review Cycle	Annual
Policy Review date	Spring 1 2015

# Disability Equality Scheme

This plan covers the period from January 2013 – January 2014

## Introduction

The Disability Equality Duty of the Disability Discrimination Act (DDA) 2005 places on schools a general duty to:

- promote equality of opportunity between disabled people and other people
- eliminate discrimination that is unlawful
- eliminate harassment of disabled people that is related to their disability
- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life
- take steps to meet disabled people's needs, even if this requires more favourable treatment

## Definition of Disability

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

The definition includes a wide range of impairments, including hidden impairments such as dyslexia, autism, speech and language impairments and long term conditions such as cancer and HIV

## An Inclusive College

At Exmouth Community College we will improve access for disabled students by:

- improving access to the curriculum
- making improvements to the physical environment of the school to increase access
- making written information accessible to pupils in a range of different ways.

So far we have involved disabled students, staff, parents and governors in our development of this scheme. We would like to include representatives from local disability groups in future reviews.

We will use existing information and data to identify issues affecting disabled people. We will gather information sensitively and only ask for what is relevant.

OFSTED (2013) praised the College for the provision for students with disabilities.

## Joining the College

All disabled students / staff who are joining the College or moving between Key Stages undergo a thorough series of meetings with appropriate members of staff to assess any accessibility issues. Parents/carers are fully involved in the process.

Key members of staff will include:

- The Head of Key Stage or Deputy Principal
- The Head of Year
- The SENCo
- The Premises Manager
- Personnel Officer (for Staff)

## **Information Gathering and Monitoring**

### **Students**

We use SIMS as our data management system for all students and details of physical disabilities are stored securely within the system. Students with a physical disability are indicated on the Special Educational Needs register as PD (Physical Disability). We also gather information from partner primary schools.

The College speaks regularly to students, parents and carers of disabled students and considers feedback from disabled parents, governors and visitors very seriously. A more formal system is being considered.

The College monitors the effects of its policies on the educational opportunities available to, and the achievements of, disabled students in the following ways:

- Monitoring Progress Reports of disabled students
- Full reports
- Parents' Evenings
- Annual reviews of statemented students who have a physical disability
- Monitoring of students at P (School Action Plus) or A (School Action) on the SEN register who have a physical disability.
- Regular site inspections
- External reports (e.g OFSTED)
- Exam results

### **Staff**

Information on disabled staff is gathered at the application process and the staff are able to raise issues during the year with the Principal or the Personnel department.

Staff are made aware of the Disability Equality Scheme through staff meetings and its availability on the website.

The College monitors the effects of its policies on recruitment, development and retention of disabled employees in the following ways:

- Ensuring the accuracy of job descriptions in recruiting
- Using the application form to collect information on disabilities.
- Liaising with Devon County Council and Wellbeing@Work
- Performance Management targets
- INSET applications

New policies and curriculum developments are assessed for their impact on disability equality. Existing policies will be reviewed for impact on disability equality as they are renewed. These policies are reviewed by the governing board on a rolling programme.

### **Parents**

The College has a well developed Pastoral System which parents value (OFSTED 2009). Most information regarding parental disabilities is gathered through contact with Heads of Year and Heads of Key Stage.

## Accessibility Plan

Improvements to the site are made either in response to the needs of individuals or as a result of a regular review process.

### The areas that have been reviewed are:

Ramps, toileting facilities, outside areas, room layout, storage, fire exits, curriculum, resources, information for those with English as an additional language, training for SENCO. OFSTED 2009 contained positive references to our work with students with a disability. Accessibility for motorised scooters (reviewed for student JE)

### Monitoring Impact

As part of the ongoing development of the scheme, an action plan will be compiled based on a review of the information gathered and the progress of previous plans.

Impact is monitored as part of normal College procedures. In the event of new students with a disability joining the College close monitoring by the SEN team is established to ensure students settle in well.

We will monitor and report on the Disability Equality Scheme every year and review it every three years.

### Action Plan for Jan 2014 - Jan 2015

What will be done?	Who is responsible?	When will it be done?
Continue to monitor on achievement and progress of students with a disability	Ms.S.Walker	Summer term 2014
Review of behaviour incidents to ensure elimination of unlawful discrimination.	Mr G.Allen + Heads of Key Stage (Mr Turner, Ms Miles)	Ongoing
Ensure existing information on staff is up to date.	Human Resources	Ongoing
Ensure students' personal evacuation plans are up to date.	G. Woolacott	Ongoing

Senior Members of Staff Responsible: Mr G Allen, Ms S Walker

Governor responsible: Mrs B Mason

This policy should be read in conjunction with the Equality Policy. No one will unlawfully be disadvantaged on the grounds of age, race or ethnicity, disability, gender and marital status, gender identity, sexual orientation, religion or belief under the operation of this policy.