



# Disability Equality Scheme

Approved by *Governors*: March 2025

To be reviewed: September 2027 (or in light of any new legislation)

## Disability Equality Scheme 2025-2027

### Mission Statement

At Brennand's Endowed CE Primary School, we are committed to ensuring equal treatment of all our, pupils, parents/carers, employees and any others involved in the school community, who may have any form of disability. We aim to develop a culture of inclusion and diversity in which people feel free to disclose their disability and to participate fully in school life. We will make reasonable adjustments to make sure that the school environment is as accessible as possible. At Brennand's Endowed, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

This scheme should be read in conjunction with the school SEN Policy, the School Accessibility Plan, Behaviour Policy and Recruitment and Selection Policy.

### Legal Requirements / Role of Governing Body

Under Part 5A of the *Disability Discrimination Act* governing bodies are required;

- promote equality of opportunity for disabled people: pupils, staff, parents, carers and other people who use the school or may to.
- prepare and publish a disability equality scheme to show how they meet these duties.

This scheme and the accompanying action plans set out how the governing body of Brennand's Endowed will promote equality of opportunity for young people and adults.

In addition, duties in Part 4 of the *Disability Discrimination Act* require the governing body to increase access to education for disabled pupils in 3 ways;

- increasing the extent to which disabled pupils can participate in the school curriculum;
- improving the environment of the school to increase the extent to which disabled pupils can take advantage of education and associated services;

- improving the delivery to disabled pupils of information which is provided in writing for pupils who are not disabled.

## Accessibility Plan

The school's Accessibility Plan outlines the school's vision and values for improving children's access to the curriculum, to the environment and to information provided by the school.

## What do we understand by 'Disability'?

At Brennand's Endowed, we promote disability equality and prepare all our young people for life in a diverse society. We use the term 'disabled' to refer to someone who has;

'... a physical or mental impairment which as a substantial and long-term, adverse effect on his or her ability to carry out normal day-to-day activities.'

We do not interchange **the term disabled** with the phrase **special educational needs** although we appreciate that many pupils with SEN will also have disabilities.

We use the *Disability Discrimination Act* definition of impairment to include hidden impairments such as autism, speech and language impairments, Attention Deficit Hyperactivity Disorder (ADHD) as well as;

- 'physical impairment' which includes sensory impairment.
- 'mental impairment' which includes learning difficulties and an impairment resulting from or consisting of a mental illness.

We believe that an impairment does not itself mean that a pupil is disabled. It is the effect on the pupil's ability to carry out normal day-to-day activities that has to be considered.

In relation to normal day-to-day activity the test of whether an impairment affects normal day-to-day activity is whether it affects one or more of the following:

- mobility
- manual dexterity
- physical co-ordination
- continence

- ability to lift, carry or otherwise move everyday objects
- speech, hearing or eyesight
- memory or ability to concentrate, learn or understand
- perception of risk of physical danger

The core values of Brennan's Endowed in relation to disability is to actively seek to:

- promote equality of opportunity between disabled persons and other persons
- eliminate discrimination that is unlawful under the *Disability Discrimination Act*
- eliminate harassment of disabled persons that is related to their disabilities
- promote positive attitudes towards disabled persons. This means not representing people in a demeaning way, and it also means not pretending they don't exist and representing them anywhere at all.
- encourage participation by disabled persons in public life. It is also important to respect the wishes of disabled children in an educational setting so that they do not feel pushed into activities they do not wish to take part in.
- take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons.

(DDA 2005 S.49A)

### Gathering Information

To meet the *Disability Equality Duty*, it is essential that aspects of school life are monitored to identify whether there is an adverse impact on children and young people with disabilities. At Brennan's Endowed, the following information is monitored:

- How many disabled children in school/what impairment groups represented/not represented
- How we collect information on disability of new pupils as part of admissions e.g. 'does your child have a learning disability, medical needs or disability?'
- Achievement of pupils by disability
- Disabled staff (including numbers, type of disability and satisfaction rates in staff surveys etc.) staff who have rights under the *Disability Discrimination Act*
- Attendance at extra-curricular activities (%)
- Involvement in educational visits
- Behaviour Logs/Serious incident book
- Participation in assemblies/school council
- Participation in class/positions of responsibility in class/school

- Any feedback from surveys/questionnaires e.g. school educational visits
- Attendance
- Exclusions

### **Assessing the Impact of School Policies**

In order to ensure that action is taken to meet the *Disability Equality Duty*, Brennard's Endowed will review all policies on a rolling programme highlighted in the school's action plan and will take into account views gathered from all stakeholders, including those with disabilities, in assessing the impact of school policies.

### **Priorities for Brennard's Endowed**

- ❖ Review Accessibility Plan in consideration of new building
- ❖ Action to promote positive behaviour
- ❖ To ensure that pupils', who have visual impairments, have full access to the provision within school
- ❖ To ensure that pupils', with sensory impairments, have full access to the provision within school

### **Meeting the Six Duties**

At Brennard's Endowed we aim to meet the requirements of the six duties through:

#### **Promoting Equality of Opportunity**

- by awareness raising and staff training;
- by keeping a watchful eye on the impact of policies;
- reviewing and adjusting policies;
- raising expectations;
- improving communication;
- increase awareness of the ways in which parents of disabled children and young people can help support their learning, for example through workshops;

#### **Eliminating Harassment and Bullying**

- raising awareness amongst staff and pupils of disability-related harassment;
- understanding the nature and prevalence of bullying and harassment;
- recognising and addressing bullying and harassment;
- involving pupils themselves in combating bullying;
- reviewing the school's Anti-Bullying Policy and procedures;

- ensuring that disability-related harassment of disabled staff, parents, carers and other users of the school is identified and addressed;
- if a number of incidents have been prevalent within a particular year group, use *Circle Time*, story time or assembly to investigate and address the issue with all pupils.