

## Trent CE Primary School: Disability Equality Duty: January 2015



This duty requires that at Trent, we have regard at all times to:

- ❖ Promote equality of opportunity between disabled and other people
- ❖ Eliminate discrimination that is unlawful under the Disability Discrimination Act
- ❖ 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 in public life

### School Inclusion Statement

The Government challenges all schools to be inclusive. By this they mean a welcoming community that seeks to eliminate discriminating attitudes and practice, responds to pupils' and Stakeholders' different needs, overcomes barriers to learning and provides suitable learning for all. It is the aim of the Governors of Trent to try to make our school 'inclusive' and welcoming to all.

### Definition of Disability

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

### Disability Equality Action Plan/Scheme

This scheme will be considered annually and reviewed every 3 years. (Note: Under law, the school is not required to do anything under its scheme that is unreasonable or impracticable.)

Duty	Action	Information gathered by:	Relevant School Policies	Responsible Person	Monitored by Gov. on:
Promote equality of opportunity	To ensure that in all areas of school life, persons with disability have an equal access to employment, learning and other opportunities	Bi-annual Inclusion survey	Ethnicity and Diversity Policy SEN Policy DDA Accessibility Plan Recruitment Policy	Head Teacher	
Eliminate discrimination and harassment	To challenge any reported acts of discrimination and act on them as detailed in the School Behaviour policy	Head Teacher monitoring	Behaviour Policy	Head Teacher	
Promote positive attitudes	Incorporate positive images and role models of the achievements of people with disabilities into assembly themes and curriculum	SMT Curriculum leaders	Teaching and Learning Policy	Head Teacher	
Encourage participation	Encourage full participation in all areas of school life including governance/sport/art activities	Inclusion Coordinator	DDA Accessibility Ethnicity and Diversity Action Plan School Improvement Plan	Head Teacher	
Meet disabled peoples' needs	As identified in the DDA Plan to increase participation in curriculum, physical environment and delivery of information	Head Teacher	DDA Accessibility Plan	Head Teacher	