



Stone

Church of England Combined School

Headteacher: Deborah Morrison B.Ed.Hons Oxon

Stone Church of England Combined School

Oxford Road, Stone, Aylesbury, Bucks HP17 8PD

Tel: 01296 748 340 Fax: 01296 748 483

Website: www.stone.bucks.sch.uk

Email: office@stone.bucks.sch.uk

Building stepping stones to success



Disability Equality Accessibility Scheme & Action Plan 2018 - 2021

The school is committed to ensuring equal treatment of all its children, employees and any others involved in the school community with any form of disability and will ensure that disabled people are not treated less favourably in any procedures, practices and service delivery. We aim to develop a culture of inclusion and diversity in which disabled people are able to participate fully in school life. The achievement of disabled children will be monitored and this data will be used to raise standards and ensure inclusive teaching. Reasonable adjustments are made to make sure that the whole school environment is as accessible as possible. At Stone CE Combined School, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit the school.

Definition of disability

The Disability Discrimination Act 2005 (DDA) defines a disabled person as someone who has 'a physical or mental impairment which has a substantial or long-term adverse effect on his or her ability to carry out normal day-to-day activities'.

The DDA 2005 has also extended the definition of disability as follows:

- People with HIV, multiple sclerosis and cancer (although not all cancers) are deemed disabled before they experience the long term and substantial adverse effect on their activities.
- Section 18 has been amended so that individuals with a mental illness no longer have to demonstrate that it is "clinically well recognised", although the person must still demonstrate a long term and substantial adverse effect on his/her ability to carry out normal day-to-day activities.

General Duties

At Stone CE Combined School we will actively seek to:

- Promote equality of opportunity between disabled persons and other persons.

"I can do all things through Him who strengthens me" Philippians 4:3



- Eliminate discrimination that is unlawful under the Act.
- 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. It is also important to respect the wishes of disabled children 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. This is also known as the Disability Equality Duty (DED) and applies to all disabled children, staff and those using services provided by Stone CE Combined School.

Specific Duty

The production of this disability equality scheme provides a framework for integrating disability equality into all aspects of school life and demonstrates how we are seeking to meet the specific duty of producing a Disability Equality Scheme for Stone CE Combined School. The specific actions currently being taken include:

Involvement of disabled people in developing the scheme

Stone CE Combined School has consulted with disabled children and parents / carers in the development of the Disability Equality Scheme by:

- Regular reviews of Support Plans and Annual Reviews of Statements/EHCP with SEN children/parents
- Analysis of available school disability data
- Discussing accessibility for disabled pupils

As the Disability Equality Action plan 2018-2021 becomes integral to the working of the school further involvement will be sought. Possibilities include:

- Meetings with external disability organisations
- Meetings with parents at consultation evenings
- Exit interviews with children and /or families who leave.

Developing a voice for disabled children, staff and parents/carers

Stone CE Combined School is developing opportunities for disabled children, staff and parents/carers by:

- Including children and parents/carers in review meetings
- Including children and parents/carers in school questionnaires
- Class teachers discussing issues with children in a planned and coherent way.
- Ensuring all opportunities for pupil consultation include a voice for disabled pupils (e.g. the school council, consultations on healthy schools issues and developing the environment and monitoring by governors).
- Having a cycle of agenda items at Governing Body meetings to discuss issues.

Encouraging participation in public life by disabled people

Stone CE Combined School ensures that disabled children are represented and encouraged to participate in:

- Collective Worship
- Performances
- Sports activities

Disabled children are included fully in school life.

Eliminating harassment and bullying

Stone CE Combined School has a clear policy on anti-bullying, which includes bullying of disabled people.

Promoting positive attitudes towards disabled people

Stone CE Combined School promotes positive attitudes towards disabled people by:

- Ensuring displays and resources reflect diversity
- The curriculum positively promoting difference.
- Teachers taking into account Support Plans when planning lessons
- Use of relevant & appropriate outside agencies to support staff training
- Using newsletters and the school website to promote policies

Removing barriers

Stone CE Combined School removes barriers by:

- Not excluding disabled children from school trips unless medical advice stipulates that participation should not take place.
- Additional staff are allocated to accompany solely those children with specific needs.
- Wheelchair access bus/coach transport is used if required.
- Risk assessments are carried for chosen trip locations to ensure that routes are accessible.
- Alternative activities are used if required.
- Ensuring that all areas of the curriculum can be delivered from all classrooms.
- Ramps ensure that the lower school classrooms (EYFS, KS1), main corridor (including First Aid Room), hall, playground and year 6 classroom are accessible.
- Handrails are installed to support pupils to climb the stairs to the year 5 and 6 classrooms.
- Having appropriate seating available to provide necessary back support where required.
- Installing Interactive Whiteboards at a height to allow use by wheelchair users (when appropriate).
- Operating a Teaching and Learning Policy that requires all lessons to be differentiated to accommodate the capabilities and disabilities of children.
- Teachers are provided with information specific to individual children.
- Ensuring disabled children have access to extra-curricular activities

- Having one disabled toilet and additional disabled toilets planned for any future changes to children's toilets
- Braille signs for visually impaired children will be installed (when / where appropriate).
- Having an up to date Accessibility Plan, monitored by the Premises, H&S Committee.
- Teachers adapting, where possible, resources and techniques to suit a wide range of learners.
- All children having equal access to resources. Provision is made for all abilities and specialised resources are available for SEN children.
- Following SATs guidelines to ensure that disabled children have the same opportunities as their peers.
- Having strong links with external partners e.g. Advisers, Behaviour Support Service, Social Service, Health Service
- Using external advisers to support/review Support Plans/PSP meetings.
- Using external advisers to assist with planning of Citizenship programme where appropriate
- Events for parents/carers such as open evenings, meetings with teachers are held in accessible parts of the school.

Impact Assessment

Stone CE Combined School currently undertakes Disability Equality Impact Assessments through:

Rigorous use of existing procedures for reviewing the impact of provision for disabled children through:

- Support Plans
- Annual Reviews.
- Future impact assessment could involve External validation e.g. Inclusion Quality Mark

The Governing Body

- Governors meetings are held in locations that are accessible to disabled people
- Parents/carers are invited to information evenings.
- The Governors consult with parents/carers through the annual questionnaire.

What disability data is currently collected

Stone CE Combined School currently collects the following disability data (qualitative and quantitative)

Children

- The total number of disabled children
- Home and contact details for disabled children
- Attainment and Progress is tracked
- Attendance

- SEN Support Plans/Annual Reviews
- SEN List
- Integration of disabled children including access to the curriculum
- Outcomes of lesson observations in place to ensure that there is a consistent process for monitoring all teaching

Staff

- The total number of disabled staff
- Number of appointments of disabled staff

Reviewing and monitoring

The above data is reported to a Senior Leadership Team by the Inclusion Leader. In the future this data may be requested by and reported to other bodies such as:

- The Local Authority
- OfSTED
- Central Government

The next scheduled review will be summer term 2021.