
	The Brakenhale School Policy	
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Policy Title	Disability Equality Scheme	Version No	1.1
Status	Statutory	Approved	

Rationale	<p>Valuing diversity is central to achieving the overall aim of The Brakenhale School. The Governing Body will ensure that this Disability Equality Scheme is effectively implemented and scrutinised so that we meet the obligations placed upon us by the Disability Discrimination Act. Promoting disability equality in The Brakenhale School is a continuous process. It is undertaken in partnership with the wider community and with disabled people themselves.</p>
Policy Statement	<p>The Duty to Promote Disability Equality The Disability Discrimination Act 1995 makes it unlawful to discriminate against someone because of his or her disability. Organisations are required to make 'reasonable adjustments' so that a disabled person can take a job, continue to work for an organisation or access services.</p> <p>The duty to promote disability equality contains two elements – a general duty for all public bodies and a specific duty, which applies to a more limited number of specified public authorities, including maintained schools. The Code of Practice produced by the Disability Rights Commission (DRC) states that the “overarching goal of the duty is to promote equality of opportunity”.</p> <p>This policy builds on the Accessibility Plan and develops the work further to include:</p> <ul style="list-style-type: none"> • A definition of both disability and inclusion that is wider than special educational needs* and applies to all vulnerable groups • Taking a proactive approach in making reasonable adjustments • Work with students, staff and parents/carers • Take account of the views of disabled students, their carers and staff where appropriate in identifying priority actions within all relevant school plans. <p>The General Duty The general duty to promote disability equality places a duty on all public authorities, when carrying out their functions, to have due regard to the need to:</p> <ul style="list-style-type: none"> • Promote equality of opportunity between disabled persons and other persons

* the legislation includes in the definition of SEN any student who has significantly greater difficulty in learning than the majority of peers or a disability preventing or hindering access to educational facilities

- 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
- Encourage participation by disabled persons in public life
- Take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons.

The Specific Duty

The specific duty requires a designated public authority (which includes schools) to produce and publish a Disability Equality Scheme (DES), setting out how it will fulfil its general and specific duties to promote disability equality.

What do we mean by “disabled people”?

Disability is said to have an adverse effect if it affects one or more of the following

- Mobility
- Manual dexterity
- Physical coordination
- Continence
- Ability to lift, carry or otherwise move everyday objects
- Speech
- Hearing
- Eyesight (unless brought to functionally useful level by spectacles or lenses)
- Memory or ability to concentrate, learn or understand
- Perception of risk or physical danger.

In order to implement this policy, the school collects information on gender, disability, age and ethnicity for staff and students. For staff, information is also collected for recruitment and progression. The school seeks to collect this information sensitively and confidentially, while encouraging disclosure.

Discrimination Disabled People Face

Disabled people are discriminated against in a number of different ways. These include

- Discriminatory attitudes
- A lack of accessible information
- Inaccessible environments
- Services that have not been designed to take account of the needs of disabled people.

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	<p>Impact Assessment</p> <p>The Brakenhale School recognises the importance of assessing the impact of its current policies and practices on disability equality, in order to ensure that they do not have an adverse impact on its disabled stakeholders and to inform future planning.</p> <p>The Brakenhale School therefore regularly monitors the impact of the school's policies.</p> <p>This 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.</p>
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Links to other policies	SEN Policy, Accessibility plan		
Staff responsible	SENCO, Bursar	Monitoring & Evaluation by	SLT
School Group Responsible	SLT	Governors Committee Responsible	C&SI
Date approved by FGB	06.07.09		