



Disability & Equality Scheme

September 2008 - 2011

THE RATIONALE

This Equality Scheme sets out the way in which Hawkinge Primary School will ensure we meet the duties to promote equality of opportunity for and between our diverse members of the school community, including, disabled pupils, staff, parents/carers, women, men and different racial groups within the school. In order to do this we will establish with all staff an overall vision of the duty to promote equality of opportunity for pupils, staff and parents and carers. Elements of the duties are:

1. Promote equality of opportunity between different racial groups, disabled and non-disabled people, women and men.
2. Eliminate discrimination and harassment on the grounds of disability, sex, race or ethnicity religion or belief
3. Promote positive attitudes towards and between the diverse groups within the community
4. Encourage participation of all pupils, parents, staff and carers irrespective of disability, sex, race or ethnicity religion or belief
5. Take positive action to meet the needs of all individuals, even if this requires more favourable treatment.

Action by School Leadership Team (SLT) responsible for the Equality Scheme:

- Raise awareness of 5 elements of the duties with all staff, governors, parents/carers and pupils.
- Refer to 'Implementing the DDA in Schools' published by the Disability Rights Commission
- Ensure understanding of the broad definition of Disability within the DDA.
- Encourage declaration of disability by pupils, parents/carers, staff and other users of the school. (See DFES guidance)
- Refer to 'The Gender Equality Duty and Schools' published by the Equal Opportunities Commission now the Equality and Human rights Commission.
- Work with trade unions to implement the gender duty in employment functions
- Create separate action plans for each equality duty (race, gender, sexuality, disability age and religion and faith) highlighting links as appropriate.

The Key Functions of the SLT will be:

- To ensure the involvement of all minority groups including disabled pupils, parents/carers and staff
- To ensure the involvement of trade unions regarding the equalities duties
- To arrange for the gathering of information relating to all equality strands.
- To consider arrangements for race, disability and gender impact assessments

The governing body will use the Disability Discrimination Act 2005 definition of disability to respond to the different needs of disabled people.

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.'

Definition of the terms:

- 'physical impairment' includes sensory impairments;
- 'mental impairment' includes learning difficulties and an impairment resulting from or consisting of a mental illness;
- 'substantial' means 'more than minor or trivial'; and
- 'long-term' is defined as 12 months or more.

The definition includes a wide range of impairments, including hidden impairments such as dyslexia, autism, speech and language impairments, Attention Deficit Hyperactivity Disorder (ADHD). These are all likely to amount to a disability, but only if the effect on the person's ability to carry out normal day-to-day activities is substantial and long-term, as defined above.

The effect on normal day-to-day activities is on 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.

Some people are automatically covered by the definition: those with cancer, multiple sclerosis, HIV infection or a severe disfigurement. There are special provisions for people with progressive or recurring conditions.

Involvement of pupils, staff, parents/carers and other users of the school.

The school will consider and plan to involve pupils, staff, parents/carers and other users of the school in relation to the race, disability and gender equality duty.

The school will continue to take into account the preferred means of communication for those with whom they are consulting e.g. translated materials or interpretation facilities for disabled people or those for whom English is an Additional language or are newly arrived in this country.

The school ensure that the involvement of a range of people, including those from minority ethnic groups, and hear a range of views to meet the disability, gender and race duties.

The views of the pupils, staff, parents/carers, trade unions and other users of the school will be used to set priorities.

Information gathering

The collection of information is crucial to supporting Hawkinge Primary School in making decisions about what actions would best improve opportunities and outcomes for pupils, staff and parents and carers. The information will also subsequently help the school to review its performance. Information will be detailed enough to enable the school to measure the delivery on equality duties relating to disability, race and gender, to assess the impact of the changes made and to help the school identify which of the school's priorities have been achieved.

Information to Be Gathered

- Recruitment, development and retention of disabled employees, women and men from different racial backgrounds.
- Education opportunities available to and achievement of disabled, female and male pupils and those from different ethnic groups.
- Identify disabled pupils, parents, carers, staff and other users of the school to develop the Scheme (all efforts to be made to collect information)
- SLT will recommend how the information is to be held in school, and how it interlinks with other registers. E.g. Does the school have just one school profile with differing levels of access? Confidentiality and need to know clauses are required.
- Pupil attainment of boys and girls taking into account that certain groups of boys may do as well as girls and minority ethnic and English as an Additional Learners may face learning barriers effecting their attainment.
- Careers and sports choices of all groups e.g. male/female, ethnic groups, disabled people
- Bullying and harassment on the grounds of gender, disability and race, including a focus on sexual orientation, age, faith and belief.

Impact assessment.

Impact assessment refers to the review of all-current and proposed policies and practices in order to help schools act to ensure no gender, racial group or disabled person is disadvantaged by school activities and to promote race, disability and gender equality. Impact assessments will be an on-going process to ensure that the school policies and practices develop, evolve and are incorporated into the school's planned review and revision of every policy. Every new policy or procedure will be drawn up with regard to the school's duty to promote race, disability and gender equality.

The priorities for the Hawkinge Primary School scheme will be set in the light of:

- Data collection and needs analysis to inform policy and policy action plan
- Consultation with different groups in the school and school community.

Implementation

The Scheme will be supported by individual action plans relating to disability, gender, sexuality, age, faith and belief and race equality and be incorporated into the School Improvement Plan, with oversight by the governing body so that progress can be checked, monitored, evaluated and consultation has taken place to ensure all parties involved and concerned take ownership of the scheme.

The Action plans will show:

- clear allocation of lead responsibility;
- clear allocation of resources;
- an indication of expected outcomes or performance criteria;
- clear timescales;
- a specified date and process for impact assessment and review.
- a schedule for publishing impact assessments.

The Scheme will incorporate the Accessibility Plan into the disability equality action plan. The school will evaluate the effectiveness of the Scheme with its School Improvement Partner on an on going basis, through the Governing body and with Ofsted when the school is inspected

Publication

The SLT will decide how best to publish the Equality Scheme either as a separate document or as part of the School Improvement Plan. The school will provide a copy for anyone asking for it in a range of formats.

Reporting

The school will report annually from 2009 on the progress made on the action plans and the impact of policy on school ethos and practice within the school.

Reviewing and revising the scheme

As part of the review of the Scheme we will:

- Revisit and analyse the information and data used to identify the priorities for the scheme; and
- Impact assess to ensure that actions the school has taken have positively affected opportunities and outcomes for gender, disability, sexuality, race, faith and religion and age for pupils, staff and parents and carers and actions have provided equality of opportunity for the diversity within the school.

The review and impact assessment of the Scheme will inform its revision; new priorities and action plan for the next scheme. This process will continue to:

- Involve and consult pupils, staff and parents/carers; and
- be based on information and data that the school has gathered and analysed.

Action Plans

A portfolio of Action Plans are appended

These include;

- Disability Equality Action Plan
- Race Equality Action Plan (inc. Faith and belief)
- Gender Action Plan
- Age quality Action

The Community cohesion Action plan is stored separately

REVIEW

This scheme will be updated every year to ensure it reflects the needs of the school.

Written by Aly Ward, October 2008

Signed by Chair of Governors

Signed: _____

Print name: _____

All schools need to have a Race Equality Action Plan, Disability Equality Scheme and Gender Equality Scheme. This scheme and the accompanying action plans set out how the governing body will meet the three equality requirements.

Gender (sex)

Duties under the Equality Act 2010 require the governing body to:

- Eliminate unlawful discrimination and harassment on the grounds of sex.
- Promote equality of opportunity between women and men.

From 6 April 2010, the Equality Act 2010 requires the governing body to promote equality of opportunity between women and men (including boys and girls) and to publish a Gender Equality Scheme showing how the school intends to fulfil the general and specific duties. The Governing body will revise and review the plan every 3 years and report on progress annually.

There are no specific duties or requirements on schools in relation to gender reassignment, beyond the requirement not to discriminate in terms of employment of staff

Disability

Duties under Part 5A of the DDA 2005 require the governing body to:

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

Parts 2, 3 and 4 of the DDA 2005 apply to different aspects of the school's operation: to employment, to the provision of services and to education. The Disability Equality Duty brings together schools responsibilities under Parts 2, 3 and 4 and the school's scheme shows how the school is meeting its general duty to promote disability equality across all its areas of responsibility.

Duties in Part 4 of the DDA 1995 require the governing body to plan (The Schools Accessibility Plan) 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.

Race

Duties under the Race Relations (Amendment) Act 2000 require the governing body to:

- Eliminate unlawful discrimination
- Promote equality of opportunity
- promote good relations between people of different racial groups

To meet this requirement the governing body will

- produce a written race equality policy identifying action to be taken to tackle discrimination and promote equality and good race relations across school activity.
- assess and monitor the impact of race equality policies on pupils, staff, and parents, in particular the attainment levels of pupils from different racial groups, and take such steps as are reasonably practical to publish the results of this monitoring annually
- record racist incidents and report them to the local authority on a regular basis.

The school will contact the local authority for advice on the format, process and frequency of reporting as required.
Religion or Belief and Sexual orientation

Duties under the Equality Act 2010 require the governing body to:

- Eliminate unlawful discrimination and harassment on the grounds of sexual orientation.
- Eliminate unlawful discrimination and harassment on the grounds of religion or belief.

There are no specific duties or requirements on schools to publish a Scheme relating to religion, beliefs or sexual orientation.

Appendix 1

KEY LEGISLATION

Equality strand	Legislation
Age	Employment Equality (Age) Regulations 2006 Equality Act 2006
Disability	Disability Discrimination Act 1995, as amended Special Educational Needs and Disability Act 2001 Disability Discrimination Act 2005
Gender (sex)	Sex Discrimination Act 1975, as amended Equality Act 2006
Gender (reassignment)	Sex Discrimination (Gender Reassignment) Regulations 1999 Equality Act 2006
Race	Race Relations Act 1976, as amended Race Relations (Amendment) Act 2000 Equality Act 2006 Duty to promote community cohesion
Religion or belief	Employment Equality (Religion or Belief) Regulations 2003, as amended Equality Act 2006
Sexual orientation	Employment Equality (Sexual Orientation) Regulations 2003, as amended Equality Act 2006

Appendix 2

Equality

Schools have a duty to promote equality of opportunity for all students and staff, regardless of their sexual orientation, race, religion or disability. This promotion of equality should be enshrined in school policies on equal opportunities, behaviour and the curriculum.

Disability

Equality and the curriculum

Equality in the school workforce

The Gender Equality Duty

Race equality

Religion

Gender (sex)

Duties under the Equality Action 2006 require the governing body to:

- Eliminate unlawful discrimination and harassment on the grounds of sex.
- Promote equality of opportunity between women and men.

Disability

Duties under Part 5A of the DDA 2005 require the governing body to:

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

Parts 2, 3 and 4 of the DDA 2005 apply to different aspects of the school's operation: to employment, to the provision of services and to education. The Disability Equality Duty brings together schools responsibilities under Parts 2, 3 and 4 and the school's scheme shows how the school is meeting its general duty to promote disability equality across all its areas of responsibility.

Duties in Part 4 of the DDA 1995 require the governing body to plan (The Schools Accessibility Plan) 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.

Race

Duties under the Race Relations (Amendment) Act 2000 require the governing body to:

- Eliminate unlawful discrimination
- Promote equality of opportunity
- promote good relations between people of different racial groups

Religion or Belief and Sexual orientation

Duties under the Equality Action 2006 require the governing body to:

- Eliminate unlawful discrimination and harassment on the grounds of sexual orientation.
- Eliminate unlawful discrimination and harassment on the grounds of religion or belief.

What does the duty mean for religion or belief equality?

When carrying out their duties schools are required to have due regard of the need to:

- Eliminate unlawful discrimination and harassment on the grounds of religion or belief.

The Employment Equality Regulations 2003 currently offers protection against discrimination on the grounds of religion or belief in the workplace. With the addition of the new powers granted by the Equality Act 2006, it will become unlawful (subject to certain exemptions) to discriminate on the grounds of religion or belief in the following areas:

- The provision of goods, facilities and services,
- The disposal and management of premises,
- Education
- The exercise of public functions.

For more information on the main faiths and beliefs in Kent contact Kent SACRE. Clerk to SACRE Carol Wade , carol.wade@kent.gov.uk

What does the duty mean for sexual orientation equality?

When carrying out their duties schools are required to have due regard of the need to:

- Eliminate unlawful discrimination and harassment on the grounds of sexual orientation.

The Employment Equality (Sexual Orientation) Regulations 2003 currently offers protection against discrimination on the grounds of sexual orientation in the workplace. With the addition of new powers introduced by the Equality Act 2006, it will become unlawful (subject to certain exemptions) to discriminate on the grounds of sexual orientation in the following areas:

- The provision of goods, facilities and services,
- The disposal and management of premises,
- Education
- The exercise of public functions

The KCC model for impact assessment. The model has just been updated and will be available from middle of September 2009..

For link visit:

http://www.clusterweb.org.uk/UserFiles/CW/File/Policy/Equalities/impact_assessment_tool.doc