



Sackville School Disability Equality Policy

Reviewed by: Neil Feist

Review Date: Spring 2019

Next Review Date: Spring 2024

Disability Equality Policy

Sackville School is committed to promoting equality for all. This statement represents the response of the Governing Body to its duties to promote equality for disabled people. The nature of the school site is such that we are unable to accommodate wheelchairs. However, we are committed to including students and staff with other disabilities.

This Policy complies with the Equality Act (2010) Equalities Duty, under Section 149 of the Act:

In it, we have due regard to:

- eliminate unlawful discrimination
- advance equality of opportunity
- foster good relations.

The Equality Duty equality objectives (under Section 153 of the Act) are published separately.

Impact Assessment

We are aware that any statement must be backed up by action.

- We will continue to review all policies and practices on a rolling programme in respect of their effect on promoting disability equality;
- We will collect and analyse relevant statistical information (see below);
- We will collect qualitative information on the confidence and enjoyment of disabled people (see below);
- We will continue to encourage disabled people to apply for places and jobs;
- We will continue to encourage children to transfer to Sackville;
- We will make appropriate reports (see below);
- We will introduce an equality assessment on new developments; and
- We will aim to increase over time the number of disabled people in our employment and attending the school.

Information

We recognise the importance of collecting, analysing and acting upon information, if we are to discharge our equality duty. Accordingly we will collect the following information:

- Data on the employment of disabled people. Disability monitoring. It is recognised that the number of disabled employees is likely to be statistically small in a small workforce and that it will be important to look at trends rather than at the year-on-year fluctuations;
- Qualitative information from disabled employees or would-be employees. This will include an exit questionnaire;
- Performance data for disabled children;
- Disciplinary data for disabled children; and
- Qualitative and quantitative information on the effect of interventions in regard to disabled children.

Use of Information

- The information collected will be reported to the appropriate Governors' Committees;
- A summative report will be made to Governors annually;
- It will be taken into account in decisions regarding staffing, curriculum and premises development; and
- It will form part of the discussion with Curriculum Team Leaders on their annual Improvement Plan and in the drawing up of the school's annual Self Evaluation and Improvement Plan.

Actions Taken

The actions that the school has taken so far in regard to disability equality are:

- Building of a special cloakroom for a child with continence issues
- Fitting of bars on all steps and painting the edges of all steps to accommodate those with sight difficulties
- Purchase of a Braille machine and allocation of a room for this to be used
- Admission of children with sight and hearing difficulties and children with mobility issues

This Policy is supported by the:

Equality Policy and Objectives
Gender Equality Statement
Race Equality Policy