

The Disability Discrimination Act and Schools

Disability Discrimination Act

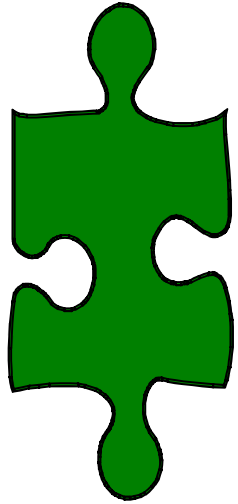
Applied to schools since 1996 in respect of:

- employment
- provision of goods & services to general public

SEN and Disability Act 2001

Disability Discrimination Act 2005

- disability equality duties
- definitions



Definition of disability

A physical or mental impairment with an adverse effect on the person's ability to carry out day-to-day activities. Effect must be:

- substantial
- long-term

Duties

- Not to treat disabled students less favourably for a reason related to their disability
- To make reasonable adjustments for disabled students
- To plan to increase access to education for disabled students

Schools are required to...

- Increase the extent to which disabled students can participate in the school curriculum
- Improve the environment of the school
- Improve the delivery of information to disabled students and their parents which is provided in writing to those who are not disabled

Since 2006 we also are required to...

- Eliminate discrimination and harassment
- Promote positive attitudes towards disabled persons
- Encourage participation by disabled persons
- Take steps to take account of disabilities, even if this involves treating disabled persons more favourably

Some of the issues:

- **assumptions about disabled students**
- **lack of risk assessments**
- **administration of medicines**
- **school visits**
- **isolation from peers, punishment for behaviour related to disability**
- **bullying**
- **access to the curriculum**
- **selection arrangements**
- **combined SEN appeal/claim of discrimination in admissions**

Belgrave Action Plan

- Raise stakeholder awareness
- Consult parents and wider community
- Consult students.
- Audit school policies as needed
- Reflect disability issues in school questionnaires
- Review progress of disabled students
- Audit classroom practice via Dyslexia Friendly Status/Lesson Observations - differentiation.

Belgrave Action Plan

- Support all departments to ensure participation and promotion of positive images.
- Consult outside experts: e.g. Hearing Impaired service/ VI
- Audit site and plan for reasonable adjustments/ BSF plans
- Devise structures to ensure readability of resources and communications.
- Review communications procedures

Belgrave Action Plan

- Review ICT support/ software
- Improve support information available to staff upon disabilities.
- Review participation of disabled students in school life
- Audit curriculum to ensure disability issues are included

Belgrave Action Plan

- Improve school data bases to ensure all staff aware of students and parents with additional needs.
- Review support structures.
- Review evacuation policy
- Review exams/assessment support
- Review school visits.