



Stretton Sugwas Academy

Equality Policy

Reviewed: Summer 2017

Mr Alex Davies

Equality Policy

Stretton Sugwas Academy welcomes its general responsibilities under the **Disability Equality Duty (DED)** to have due regard to the need to:

- Promote equality of opportunity between disabled and non-disabled people;
- Eliminate discrimination that is unlawful under the Disability Discrimination Act (DDA)
- Eliminate harassment of disabled persons that is related to their impairments;
- Promote positive attitudes towards disabled people;
- Encourage participation by disabled people in public life;
- Take steps to take account of a disabled person's disabilities and to treat them fairly.

The Governing Body will have regard to their DED and will adopt procedures to ensure that, as far as possible there are positive outcomes for disabled pupils, parents / carers and staff in all aspects of school.

School Ethos, Vision and Values

At Stretton Sugwas Academy we are committed to the culture of inclusion and strive to provide a high quality education with a wealth of learning opportunities and experiences irrespective of race, colour, faith (or none), gender or disability. This culture is broad in its diversity and has been developed over a number of years, to the point where everybody is included and has access to the same range of opportunities.

Our **Admissions Policy** is an inclusive document, in line with Local Authority guidelines.

The Disability Discrimination Act 1995 (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'.

According to the DDA, an impairment is to be treated as affecting the person's ability to carry out normal day-to-day activities, only if it affects one or more of the following:

Mobility, manual dexterity, physical co-ordination, continence, speech, hearing or eyesight, memory or the ability to concentrate, learn or understand and perception of the risk of physical danger.

The DDA has extended the definition of disability to include people with HIV, multiple sclerosis and cancer from the point of diagnosis. 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.

While Disability Equality in Education (DEE) **recommends** "that all pupils with Special Educational Needs and those with long term medical needs be treated as disabled for the purposes of the Act and for equality", this school **does NOT agree** with such a blanket terminology, which is not statutory. We will judge each individual according to their specific needs and will continue to consult fully with parents in line with current practice; we **will not** label every child who has additional learning needs (ALN) as 'disabled'.

At Stretton Sugwas Academy the achievement of all pupils is regularly monitored, and this data is used to inform future planning, to provide a wider range of learning opportunities and to raise standards. We always endeavour to make our teaching as inclusive as possible operating a wide and varied range of strategies and styles.

We will not tolerate harassment or bullying of any pupil whether disabled or able-bodied and actively deal with any incidents when they first occur.

Consultation

Whilst the school recognises the importance of involving disabled people fully in the development of our Equality Policy, it must be stressed here that it is our normal practice to fully involve our stakeholders whatever area is being highlighted and for which we are required to document our policy.

As a consequence:

Pupils

- We are fully aware of, and have identified our disabled pupils
- We are fully aware of, and have identified our pupils with SEN, and following consultation and agreement with parents, only a very small minority of these wish to have the label 'disabled'
- This school has a proactive class and school council where significant issues are discussed and the children's views are fully considered, are then acted upon speedily, or earmarked for action in the future.

Staff

- Applications for school posts are welcomed from disabled and able bodied persons alike.
- It is normal practice to accommodate the needs any individual may have within the school and staff would be asked routinely if there were any barriers that affected them.

Our policies and practices have cognisance for all Local Authority recommendations with regard to:

- Equal opportunities
- Sexual or racial discrimination

Information gathering

Stretton Sugwas Academy gathers information constantly and routinely in the fulfilment of our statutory duties. This comes from a wide range of sources, consultations, stakeholders, experts etc. to enable us to identify fully any actions that may be necessary – in this case to ensure disability equality.

There are robust procedures in place to gather data, monitor and track pupil progress and achievement for **all** our pupils. We go out of our way to discover as much as we possibly can about each new entrant so that we can be as prepared as possible before they even start school.

This is an inclusive school. Stretton Sugwas Academy endeavours to not make exclusions of pupils, however 'Managed Moves' may take place for children to more appropriate settings. Currently, there are also excellent arrangements in place from the LA for the receiving school with regards to exchange of information regarding needs of the individual concerned and support to meet these needs put into the receiving school.

Assessing the impact of our policies

At Stretton Sugwas Academy we recognise that our current policies may need to be reviewed, updated and amended to have cognisance for the disability equality duty. We will assess the impact of relevant policies on the participation and outcomes for our disabled pupils, parents/carers, staff and members of the local community.