



**South Bromsgrove High**  
Inspiring Confidence Through Learning

# **South Bromsgrove High**

## **Disability Equality Scheme**

**Reviewed by the Governing Body**  
**Next review due**  
**Policy responsibility**

**November 2020**  
**November 2021**  
**SENCO**

## **Definition of Disability**

**“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” *DDA definition***

***Governors and staff endeavour, at all time, to be sensitive to the needs of disabled students, parents or visitors.***

## **Audit of Current provision against 6 elements of General Duties**

### **1. Promoting Equal Opportunity**

- Disabled Access available to all areas of the school
- Disabled parking spaces
- Equal Opportunities policy in place
- Curriculum Pathways to meet individual needs
- Support from external agencies for example, Visual Impaired and Hearing Impaired services
- Significant partnerships with Chadsgrove School – a local special school including in drama, music and sport.
- Vulnerable student centre availability on ground floor for temporary needs
- Use of lift where appropriate
- 2 TAs trained in working with disabled students
- Liaison with Chadsgrove School and feeder schools in carrying out risk assessments prior to entry
- Special Arrangements for D of E students on expedition
- Neuro Development Movement Programmes
- Physical Achievement sessions for SEN students within school and local area..

### **2. Eliminating Discrimination**

- All Safeguarding Policies available to staff and parents via website
- Safeguarding steering group meets half termly for updates and to monitor policies
- Adult Other Than Teacher Mentoring Scheme operates effectively
- Student Support Workers as port of call in bullying related issues
- SEN room available to vulnerable students at breaks and lunchtimes
- Assemblies focus on bullying and implications of intimidating behaviour
- Student involvement in updating the Shared Respect Policy
- Significant involvement of Tutors, HOY and SEN Team in dealing with any issues related to bullying.

### **3. Promoting Positive Attitudes**

- Disabled parents given special consideration by staff at school parents meetings and events
- Recruitment Policies which recognise for disability are in place

### **4. Encouraging Participation in Public Life**

- Open access to sporting and D of E activities, where practical, and appropriate support and dispensations made
- Involvement of all students and open access to House events and Annual Eisteddfod
- Appropriate pathways such as college placements often very successful
- Appropriate consideration given to work experience placements
- At all school events special arrangements made for disabled members of community as appropriate

### **5. Taking Steps to meet disabled people’s needs if more favourable treatment is required**

- Assessments for Neuro Development Programme and Listening Programme
- Teaching Assistant Support as appropriate to needs
- Appropriate examination dispensations requested
- Access to SEN Area and Brookside breaks and lunchtimes
- Active Sports activities for disabled students - won National Award

- Sports activities for disabled students are organised within the All Active Academy.
  - External Agency support as appropriate to needs including Occupational Therapy
- 6. Plans implemented following audit of provision in 2013/14**
- Identify students for census - giving definition as at start of this document
  - Ensure parking space is labelled for disabled parents, staff and visitors or for dropping off and picking up students
  - Continue to evaluate Shared Respect policy and areas for involving students reflectively such as Citizenship and assemblies
  - Ensure plan is taken to Governors and updated with them on an annual basis
- 7. Actions for 2015/16 following review of this policy**
- Make a space on Confidential Data Checking Sheet (PI form) for parents/students to identify a student's disability and any associated needs.
- 8. Actions for 2020/21 following review of the policy**
- Certain elements of provision are being reviewed and monitored due to need for Covid security.