

St. Mark's Catholic Primary School



DISABILITY EQUALITY SCHEME

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Approved by	
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Mission Statement

In a caring Christian community, together we love,
learn, laugh and achieve.

1. Disability Equality Statement

At St. Mark's Catholic Primary School, we are committed to the fair and equal treatment of all. We accept that every child has a fundamental right to education and free from discrimination, bias and advantage. We aim to provide this through our:-

- Culture
- Policies
- Practices

We understand that at the present time, we have work to do that will move us towards Inclusive Practices

2. Inclusion Policy Statement

At St. Mark's Catholic Primary School we are committed to overcoming all barriers to learning and raising standards in all aspects of school life.

We aim to promote inclusivity as an integral aspect of our school development, permeating all our policies, in order to increase the learning and participation of all our pupils.

We recognise and value the varied life experiences and needs of our children. Our school is one in which the teaching, learning, achievements, attitudes and well being of each child matters.

We are committed to ensuring that school practice reflects our inclusive aims by utilising resources both within the school and the Local Community, by responding to diversity and by nurturing an understanding of difference with our staff and children.

The school strives to establish inclusive values by having high expectations for all pupil, by valuing all children and through the sharing of the same philosophy by all staff, governors and parents alike

3. School Ethos, Vision and Values

The school is committed to ensuring equal treatment of all its employees, pupils and any others involved in the school community with any form of disability and will ensure that disabled people are not treated less favourably in any procedures, practices and service delivery.

The school will not tolerate harassment of disabled people with any form of impairment and will also consider pupils who are carers of disabled parents.

4. What do we understand by 'disability'

'Disability is a physical or mental impairment which has a substantial and long term adverse effect on a on a person's ability to carry out normal day to day activities' (DDA 1995 Part 1 para 1.1). This definition was amended and broadened in December 2005 under the 2005 Disability Amendment Act:-

- People with cancer or surviving cancer are now included as are people with HIV and Multiple Sclerosis from the point of diagnosis
- For a mental impairment the need for it to be clinically well recognised has been removed

5. The General Duty

The school will actively seek to :-

- promote equality of opportunity between all people, regardless of disability
- eliminate discrimination that is unlawful under the act.
- eliminate harassment of disabled persons that is related to their disabilities
- promote positive attitudes towards disabled persons-This means not representing people in a demeaning way, and it also means pretending that they do not exist and not representing them
- encourage participation by disabled persons in public life-it is also important to respect the wishes of disabled children in an educational setting so that they do not feel pushed into activities they do not wish to take part in.
- take steps to take account of disabled persons' disabilities and to make reasonable adjustments within the agreed school policies to ensure that no person is treated less favourably than others for any reason relating to a disability.

The production of this disability equality scheme provides us with a framework for integrating disability equality into all aspects of school life and demonstrates how we are seeking to meet the specific duty.