

# Ringway Primary School

## Disability Policy

The Future  
The Future  
~~starts~~ here!

Our aim is to provide the foundations for a positive future for our pupils.

A future where pupils learn to stay safe, to understand the importance of a healthy lifestyle , and to enjoy all they do.

A future where they are money smart & make a positive & respectful contribution to their culturally diverse community - at a local, national & global level.

A future where they aspire to be the best they can be & achieve their full potential.

Created.....Nov 16.....

Reviewed.....Nov 19.....

Signed C of Gov.....

## Ringway Primary Disability - Equality Duty 17

Issue to address	To improve communication for partially sighted
DED Reference	To advance equality of opportunity for all parents
Action to be taken	The office keep a record of those with partial sight and create a large print newsletter & any other communications for them
Desired outcome	All parents have equal access to communication
Impact assessment	Feedback from partially sighted parents at the review is good

Monitoring freq	Responsibility	Start date	Completion date
Commented annually reviewed 3 yearly	HT , Govs & admin	Jan 17	ongoing

Issue to address	To improve assembly & concert facilities for disabled parents
DED Reference	To advance equality of opportunity for all parents
Action to be taken	During plays & assemblies seats are reserved for disabled parents & guests and lights are kept on until everyone is seated
Desired outcome	All parents have comfortable access to the hall
Impact assessment	Feedback from parents at the review is good

Monitoring freq	Responsibility	Start date	Completion date
	HT, govs & caretaker	Jan 17	ongoing

Commented annually reviewed 3 yearly			
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Issue to address	To improve communication for disabled parents
DED Reference	To advance equality of opportunity for all parents & eliminate discrimination
Action to be taken	When Parent conferences are planned - disabled parents should be seen in a ground floor room
Desired outcome	All parents have equal access to communication
Impact assessment	Feedback from parents at the review is good

Monitoring freq	Responsibility	Start date	Completion date
Commented annually reviewed 3 yearly	HT govs & admin	Jan 17	ongoing

Issue to address	The image of disabled pupils and attitudes towards them from the whole school community to be improved
DED Reference	Foster good relations between disabled people & non disabled people
Action to be taken	This area to be covered in <i>Go Givers Good to be ME</i> topic Positive coverage of the Paralympics Disability Awareness week summer 17 with visitors You tube videos of eg Disabled basketball matches Put positive images around school
Desired outcome	School community has positive images of disabled people

Impact assessment	Feedback from pupils at the review is good
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Monitoring freq	Responsibility	Start date	Completion date
Commented annually	HT & govs & all staff	Jan 17	Summer 19

Issue to address	To improve the monitoring of attainment & progress of disabled pupils
DED Reference	To advance equality of opportunity for all pupils
Action to be taken	SENCO analyse tracker annually and reports to the MIS committee on the progress of disabled pupils each year MIS must ask could this child have achieved more if reasonable adjustments were put in place

Desired outcome	Disabled pupils progress at the same rate as all pupils
Impact assessment	Report to MIS

Monitoring freq	Responsibility	Start date	Completion date
Commented annually reviewed 3 yearly	HT govs & senco	Jan 17	Dec 19

Issue to address	Recruitment & retention of disabled staff
DED Reference	To advance equality of opportunity for all staff Eliminate discrimination
Action to be taken	All job adverts must specifically state that disabled applicants are welcomed Work with LA to establish equality of opportunity

Desired outcome	There is equality of opportunity for disabled staff
Impact assessment	Number of disabled applicants increases

Monitoring freq	Responsibility	Start date	Completion date
Commented annually reviewed 3 yearly	HT govs	Jan 17	ongoing

Issue to address	To ensure plans are in place to accommodate & modify the curriculum for each disabled child & write a fire risk assessment for them
DED Reference	To advance equality of opportunity for all pupils Eliminate discrimination



Action to be taken	SENCO will audit all disabled pupils and cross reference IEPs to ensure equal access to all curriculum areas & modification where necessary
Desired outcome	There is equality of opportunity for disabled pupils
Impact assessment	SENCO reports to MIS committee annually on disabled pupils progress

Monitoring freq	Responsibility	Start date	Completion date
Reported annually reviewed 3 yearly	Senco	Jan 17	ongoing

Issue to address	To make the physicality of the building as accessible as reasonably possible
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DED Reference	To advance equality of opportunity for all stakeholders Eliminate discrimination
Action to be taken	Helen Jawando from Ashgate is our link advisory person We will invite her & her class to visit our site and give us feedback as to possible alterations to improve access Ask them to find 'hotspots & grotspots'
Desired outcome	There is equality of opportunity for disabled stakeholders
Impact assessment	We receive positive feedback from the Ashgate focus group

Monitoring freq	Responsibility	Start date	Completion date
Commented annually reviewed 3 yearly	HT & govs	Jan 17	Dec 19

Issue to address	To make the school more Disability friendly
DED Reference	To advance equality of opportunity for all stakeholders Eliminate discrimination
Action to be taken	To continue to be the school where disabled voters come on election day Put disability friendly symbol on the letterhead
Desired outcome	There is equality of opportunity for disabled stakeholders
Impact assessment	Number of disabled voters increases

Monitoring freq	Responsibility	Start date	Completion date
Commented annually reviewed 3 yearly	HT & govs	Jan 17	Dec 19