

Calderwood Primary School

Disability Equality Position Statement

Equality Co-ordinator: Ann Kerr H/T

Background

Calderwood Primary is a non-denominational, co-educational primary school in South Lanarkshire. Its catchment area in Rutherglen comprises a mixture of council and private housing. Approximately 33% of Calderwood's roll is formed from placing requests. The school consists mainly of children from a White UK background with 3% from Black Minority Ethnic backgrounds. Recently, children from Poland have joined Calderwood. Currently there are no children with a physical disability on our roll although a small percentage have been diagnosed on the autistic spectrum.

Aims and Values

- The school's aims and values have been established with reference to Government and Local Authority Legislation and Guidelines, particularly the amended Disability Discrimination Act 1995, Disability Equality Duty, Human Rights Act 1995 and Additional Support Needs Legislation. (Appendix 1)
- To ensure all pupils are equally respected by all members of the school community.
- To promote understanding and fair consideration of the needs and challenges of all individuals.
- To encourage the attitude that equal opportunity and the elimination of unlawful discrimination strategies are an integral part of education, permeating all of our actions.
- To raise staff awareness of the individual needs of and challenges faced by disabled members of the school community.
- To foster positive attitudes towards disabled members of our school community.
- To ensure achievement and attainment are accessible to all, to promote positive values with regard to disability to include disabled people in all aspects of school life and to ensure equality of opportunity.

Leadership and Management

At Calderwood Primary we are committed to :

- actively tackling disability discrimination and harassment, and promoting equality of opportunity
- Promoting positive attitudes and helping all young people and employees to reach their potential.
- Taking steps to take account of disabilities.
- working with parents/guardians, and with the wider community, to tackle discrimination, and to follow and promote good practice
- making sure the Disability Equality Position Statement and its procedures are followed.

The School Equality Co-ordinator will ensure that the Disability Equality Position Statement is updated and that its procedures are followed.

Policies and Procedures

Calderwood Primary School actively promotes disability equality and equal opportunity within all policies, procedures and activities

- Pupil progress, attainment and assessment are monitored and relevant support strategies are provided to all pupils. Attainment of pupils with disabilities is monitored.
- Disciplinary sanctions are applied equally to all pupils. Anti-bullying procedures will be applied to any incident of harassment, name-calling or physical abuse.
- Young people with disabilities will have their varying needs assessed. Individual plans will be created with particular reference to personal development, pastoral care and pupil support. Particular importance will be attached to auxiliary support.
- All attendance at CPD activities relevant to the promotion of equal opportunity for young people with disabilities will be noted. General and relevant CPD activity will be advertised and developments appropriate to particular staff roles will be specifically made available
- The school will fully utilise partnerships with the local community and external agencies. In particular, this would apply to physiotherapy, the hearing impairment unit, Cathkin Unit, Speech and Language Therapy and Occupational Therapy
- Curriculum provision is monitored to ensure disability equality issues are covered e.g. in English texts, drama plays, P.S.H.R.E materials etc.
- Support Services available to all pupils include Home/School Partnership Worker, P6 – S2 Co-ordinator, Specialist Support Staff

Planning and Development

- Disabled pupils will be consulted on the creation and review of the Disability Statement of Commitment
- The Senior Management Team will monitor attendance, attainment and progress of pupils with a disability
- The participation of pupils with a disability in school clubs and activities will be monitored
- The Statement of Commitment will be assessed and reviewed annually with the staff by the Equality Co-ordinator
- The minutes of any meetings regarding Disability Equality will be published within the school

Practice

- The Equality Co-ordinator and all staff will have responsibility for putting the Disability Statement into practice
- Staff engaging in relevant CPD activities will be utilised to maximise the positive impact the Statement. It is also important that all staff have access to relevant documentation which is currently held in the Equality Co-ordinator's office.
- On Inset Day 1 each year, staff's attention will be drawn to the Disability Equality Position Statement
- The school handbook outlines the school's position with regard to Disability Equality and through curricular work and assemblies, pupils' work and experiences will be showcased

Review date – August 2008