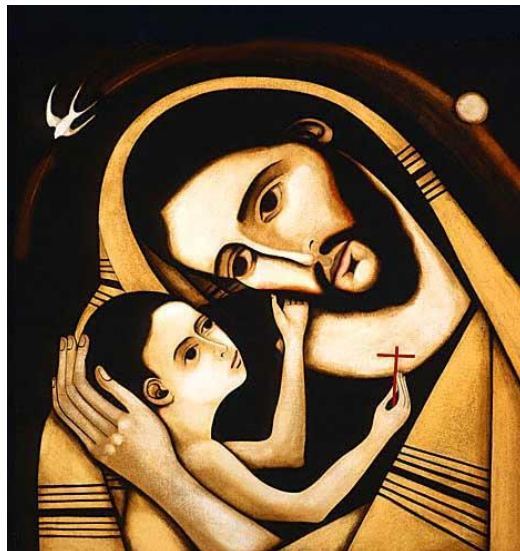




# **St. Joseph's Catholic Primary School Clydach**



## **Disability Equality Scheme**

Date of Review: July 2016

Signature:

# DISABILITY EQUALITY SCHEME

## School Mission Statement

‘Together in Christ - Living, Learning and Growing.’

### Introduction

Our Disability Equality Scheme explains how we promote disability equality in our school.

Our scheme covers all aspects of disability whether this is relevant to:

- Pupils and their parents and carers.
- Staff.
- Members of the wider school community.

A helpful way to describe disability has been given by the Disability Rights Commission:

***‘A person is disabled if they have a mental or physical condition which has a substantial and long term effect on their ability to carry out normal day to day activities’.***

Please note:

- Substantial means more than minor or trivial.
- Long term means longer than one year.

### Involving others

In setting up this scheme we have set out to actively and sensitively involve disabled:

- Children and their parents and carers.
- Disabled members of the parish and wider community.

We will continue to seek the views of disabled persons at each review stage.

## What we need to do next

Having listened to what people have told us, and having discussed among ourselves what we do, we think that the following things are working well:

- Putting into practice our Equal Opportunities Policy.
- We have a good record of inclusion.

We believe we need to do the following to improve:

- Develop a written policy on the recruitment and retention of disabled employees.
- Further develop our policy of inclusion to offer an even wider range of educational opportunities to disabled pupils.
- Further develop the existing practices of celebrating the achievements of our disabled pupils.
- Involve disabled members of the parish and wider community more directly in the life of our school.

These areas for improvement will be included in the next School Development Plan which will clearly set out:

- Each action we aim to take.
- The people responsible for taking them.
- What we hope to achieve by taking these actions.
- Success criteria.
- Timescales.
- Costs.
- Arrangements for monitoring and evaluating the actions.

Child Protection - The United Nations Convention on the Rights of the Child (CRC) is at the heart of our school's planning, policies, practice and ethos.

As a rights- respecting school we not only teach about children's rights but also model rights

and respect in all relationships – Linked to Articles 3, 16, 19, 20, 21, 25, 27, 28, 34, 36, 39 (CRC)



