



Woodlands Community College Disability Equality Scheme

3-year period covered by the plan: 4th December 2006 to 3rd December 2009

Our commitment to Disability Equality

Woodlands Community College is committed to Disability Equality and understands the need to embrace the spirit of the new Disability Equality Duty, which addresses the inequality Disabled People face as detailed below. We will, through a positive approach to the implementation of our Disability Equality Scheme, actively work towards equality for our students, parents, staff, governors and visitors.

We note that the Duty is grounded in the *Social Model of Disability* and undertake to understand the implications of this and ensure it is embedded in the school culture and informs the way we apply the Duty and define *Disability*.

The Children and Young people's plan for Southampton 2006 – 2009 sets out the following vision.

We want children and young people to be proud of Southampton and Southampton to be proud of them. Their contribution to the quality of life in the city will be valued and celebrated.

Our aim is to ensure that children, young people and families in all communities and neighbourhoods will be supported to achieve their full potential. They will have the prospect of fulfilling working lives, be well housed and be able to access services they need within a clean, safe and well-maintained environment.

The Children and Young People's plan identifies the following priorities under the 5 **Every Child Matters** outcome areas.

Being healthy

1. To improve outcomes for Disabled children and young people
2. To promote healthier relationships and healthy lifestyles
3. To work in close partnership with health organisations to ensure our students receive expert advice, guidance and support

Staying safe

4. To keep vulnerable children and young people safe from all forms of abuse and neglect
5. To improve prevention and early intervention

Enjoying and achieving

6. To raise standards in schools and improve levels of school attendance
7. To ensure that our curriculum is accessible and inclusive to all

Making a positive contribution

8. To encourage volunteering and positive community involvement and understanding
9. To engage children and young people in decision- making

Achieving economic well-being

10. To increase post-16 progression rates into further education, training and employment
11. To offer additional support throughout the transition process to vulnerable students

Disability Equality: Legal Duties

The basic requirement for schools when carrying out their functions is to have due regard to do the following:

- promote equality of opportunity between Disabled People and non-Disabled People
- eliminate discrimination that is unlawful under the Disability Discrimination Act
- eliminate harassment of Disabled People that is related to their impairment
- promote positive attitudes towards Disabled People in public life
- take steps to meet Disabled People's needs, even if this requires more favourable treatment

At Woodlands Community College, we are committed to meeting these requirements and have produced this Disability Equality Scheme.

Legal Requirements

All public bodies including schools have a new Disability Equality Duty.

The Specific Duty requires each school to produce a Disability Equality Scheme which sets out the plan and programme to achieving the outcomes required by the General Duty.

The General Duty requires schools to review, update and monitor all policies with regard to Disability Equality Scheme. This includes the updating of the School's Accessibility Plan.

The Special Education Needs and Disability Discrimination Act 2001 required that the first plans be written by April 2003 and implemented, reviewed and revised over a 3 year period. After which time a new plan should be formulated.

The new Duty requires consultation with Disabled People in both the formulation of the Disability Equality Scheme and Accessibility Plan. This must be recorded in the documents.

1. Statement of how Disabled People, including Children and Young People will be involved in developing the scheme.

Central to Woodlands Community College's commitment to Disability Equality is our recognition of the need to engage with disabled pupils, staff, Governors, parents and the local community. We acknowledge that we are only at the beginning of the process and will, in the first instance, consult with disabled people that subscribe to the Social Model to develop a strategy for involvement that:

- is focused
- uses accessible mechanisms
- is proportionate
- is influential – not tokenistic
- is transparent
- is financially supported
- is strategic and well organised

Disabled People's priorities:-

These will be formed through this process.

School's strategic priorities:-

Work with Interserve to produce an Access Action Plan by Summer 2008 – this will include named access points to each building on the Woodlands site and will ensure that all areas of the school are accessible.

Report annually on Disability Equality Duty progress (School Improvement Action Plan).

Ensure that our Racial Equality/Harassment policy offers procedures that ensure effective action to identify, record and respond to the harassment of Disabled People.

2. Arrangements for gathering information on the effect of your policies and practices on Disability Equality (staff/ students/ governors/ parents/ others)

We will review annually, in line with the review of the School Action Plan, and carefully update and monitor all policies with regard to the Disability Equality Scheme.

3. Arrangements for analysing data on pupil performance to assess the impact of the activities. School to identify any differentials between disabled and non-disabled pupils (e.g. attendance, exclusions, SAT's)

We undertake to carry out an Equality Impact Assessment of key performance indicators for example. In-take, attainment, exclusions and provide information on this annually by analysis of PLASC data.

4. Details of how the information gathered will be used to ensure Disability Equality.

We will ensure all information and communication with and by the school to parents and others is accessible and in user friendly format.

We will support Southampton City Council's Equality action to improve the diversity of the School's Governing body, continuously to ensure that the diversity of employees within schools more representative of the communities they serve.

5. Training

We will invest in curriculum and professional development for staff and governors, so as to improve access for disabled pupils and to make effective use of our resources.

6. The action plan – (will dovetail with the School Accessibility Plan where appropriate).

What	Who	When	Deliverable (PI)
To develop policy review tool in line with disability Equality Scheme	JB	Spring Term	Policy review informed up to governor level
To continuously evaluate pupil inclusion	NP DL NP behaviour / exclusions/attendance	From Spring term data collection	Students achieving at individualised target levels. Provision appropriate.
To make all key information accessible to stakeholders	DL	Summer Term	Key documents available in Braille, Large print, and as audio files.
Develop school Accessibility plan	JE/Interserve	Spring term	Site adapted based on needs
Monitor curricular and extra curricular provision using student voice group	EG	Termly	Appropriate curriculum available Take up of extra curricular activities at peer group levels

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