

Disability Equality Duty

The duty is quite straightforward and requires schools, when carrying out their functions, to have due regard to the need to:

- promote equality of opportunity between disabled people
- eliminate discrimination that is unlawful under the Disability Discrimination Act 1995
- eliminate disability related harassment
- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life
- take steps to meet disabled people's needs, even if this requires more favourable treatment.

“These elements together are referred to as the general duty. The main aim of the general duty is to promote disability equality. Schools will need to examine everything they do on a day-to-day basis and consider how equality of opportunity for disabled people can be better promoted. Thereafter, they will need to embed disability in all management practices and policy development.

Producing a Disability Equality Scheme(DES).

In addition to the general duty, schools have specific duties which require them to involve disabled people in the development of their DES and publish it in a way that is accessible for all.”

A Scheme must include:

- a statement of how disabled people - disabled children, young people and adults have been involved in developing the Scheme
- Your arrangements for gathering information on the effect of your policies and practices on, in particular:
 - the recruitment, development and retention of disabled employees
 - the educational opportunities available to and achievements of disabled pupils.
- Details of how you are going to use the information gathered, in particular, in reviewing the effectiveness of your Action Plan and preparing subsequent Schemes.
- Your methods for assessing the impact of your policies and practices on disability equality and where improvements can be made.
- A plan of action - a list of action points that detail the steps that you are going to take to meet the general duty.

How best to approach this process

Set up a Steering Group to lead the process and to approach the different groups who need to be involved in the development of our DES.