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| **POLICY** | **Disability Equality Scheme** |
| **SETTING** | **OVERTON PLAYCENTRE** |
| **AIMS** | Overton Playcentre is committed to ensuring equal treatment of all its children, employees and any others involved in the setting, with any form of disability and will ensure that people with disabilities are not treated less favorably in any procedures, practices and service delivery.  We aim to develop a culture of inclusion and diversity in which people with disabilities are able to participate fully in Playcentre life. Reasonable adjustments will be made to make sure that the whole environment is as accessible as possible. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit our setting. This scheme should be read in conjunction with our school policy: Equality Policy. |
| **Objectives, Statements and Procedures** | **Disability Discrimination Act (DDA) 2005**  The Disability Discrimination Act (DDA) 2005 amends the Disability Discrimination Act 1995 and introduces a new statutory duty on public bodies, including schools and local authorities, to promote equality of opportunity for those with a disability.  **Definition of a disability:**  A person has a disability "if he or she has a physical or mental impairment that has a substantial and long term adverse effect on his or her ability to carry out normal day to day activities".  Those who will come under the definition of disability include those with:   * learning difficulties * physical difficulties * sensory impairment, * mental health problems * conditions such as diabetes and epilepsy * Those with a behaviour difficulty that relates to an underlying condition (for example, a child diagnosed as ADHD).   Even if medical conditions are well controlled with medication, when deciding whether or not a person is disabled, it is important to consider what the person would be like without the treatment.  One of the key requirements of the new Disability Equality Duty (DED) is for settings to produce a disability equality scheme, which outlines our strategy for 'actively promoting' disability equality among pupils, parents and employees. These schemes must include an action plan which covers a three-year period.  **In line with this we will actively seek to:**   * Promote equality of opportunity between people with disabilities and other persons. Eliminate discrimination that is unlawful under the Disability Discrimination Act. * Eliminate harassment of people with disabilities that is related to their disabilities. * Promote positive attitudes towards people with disabilities. * Encourage participation by people with disabilities in public life. It is also important to respect the wishes of children with disabilities so that they do not feel pushed into activities they do not wish to take part in. * Take steps to take account of the different disabilities that people have, even where that involves treating disabled persons more favorably than other persons.   Specific Duties:  The production of this policy provides a framework for integrating equality into all aspects of life at Overton Playcentre. The current specific actions being taken include:  Overton Playcentre will consult with children with disabilities, parents/carers, staff and service users in the ongoing development of the Disability Equality Scheme by:   * IEP and annual reviews with SEN children and parents/carers. * Meeting with parents/carers at consultation meetings. * This policy surveys all members of the setting community and users of the setting. * Working together with our local authority link teacher, foundation phase staff at St. Mary’s school, and other relevant outside agencies to keep our knowledge and skills up to date.   Overton Playcentre is developing opportunities for children with disabilities , staff, parents/carers by:   * Including parents/carers and (children where appropriate) in review meetings. * Including children, parents/carers in questionnaires * Allowing children at our setting to discuss any concerns, questions etc within the settings circle time or at any point during the day.   Overton Playcentre ensures that children with disabilities are represented and encouraged to participate in:   * Performances * Day trips and outings * Sports activities   Children with disabilities are included in normal day to day activities within our setting. However, as with all children, risk assessments will be undertaken to ensure the safety of all participants in any activity.  Overton Playcentre has a clear policy on bullying and acceptable behaviour.  Overton Playcentre aims to promote positive attitudes toward people with disabilities by:   * Ensuring displays and resources reflect diversity. * Positively promoting the differences amongst people. * Taking into account IEP’s when planning sessions. * Use of outside agencies to support staff.   Overton Playcentre aims to remove barriers by:   * Not excluding children with disabilities from outings, unless a full risk assessment indicates that participation should not take place. * Purchasing appropriate equipment where necessary. * All our educational planning accommodates the capabilities and disabilities of children. * Should it become necessary, equipment for hearing and sight impaired children would be installed and made available. * All children having equal access to equipment, and specialist resources used where needed. * Have strong links with external partners such as, advisors, behaviour support services, social service, health visitors, and speech and language specialists. * Use external advisors to support IEP meetings where needed. * Regular staff training on supporting children with addition needs.   Overton Playcentre has the following provisions:   * Disabled toilet * Ramp leading to side and front entrance to the building, with the front door opening to double width to accommodate a wheel chair. * Our building is single storey with no stairs. * All areas of the building are accessible.   Overton Playcentre currently collects and holds data on the following including those with additional needs:   * Admission forms * Total number of children with disabilities * Home and contact details * Outcomes and observations to ensure that there is consistent progress and a process for monitoring. * SEN IEP/ Annual Reviews * Total number of staff with disabilities   The Playcentre committee will work with the manager to review this policy on a yearly basis. |
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