

Llanelli Disabled Access Group

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.

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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.