

**EDUCATION LEARNING AND LEISURE SERVICE**

**DISABILITY EQUALITY SCHEME  
2006 – 2009**

***ANNUAL REPORT***

***DECEMBER 2008***

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**1. INTRODUCTION**

The Disability Equality Duty requires us to publish an annual report containing a summary of the steps taken arising from the action plans within our Disability Equality Scheme, the results of any information gathering and the use to which we have put the information.

In Section 2 all the actions contained in our Disability Equality Scheme are listed under each strand of the General Duty and outcomes to date described.

The General Duty consists of the following strands:

- Promote equal opportunities
- Eliminate unlawful discrimination
- Eliminate disability related harassment
- Promote positive attitudes towards disabled people
- Encourage participation by disabled people in public life
- Take steps to take account of disabled persons' disabilities even where that involves treating disabled persons more favourably than other persons.

## 2. ACTIONS AND THEIR OUTCOMES TO DATE

### 2.1 Promote equal opportunities

ACTION	PROGRESS TO DECEMBER 2008
Continue to provide training for passenger assistants (escorts) and other staff accompanying pupils on school trips.	146 Passenger assistants have been accredited under the passenger assistant training scheme in addition to specific training provided through schools.
Provide advice to school staff on planning trips which will take account of pupils with additional support needs.	Guidance has been issued to all school staff, including funding arrangements. Where necessary guidance is also provided on an individual basis.
Provide guidance to school staff on improving physical access to schools for pupils with additional support needs.	Guidance has been issued to all school staff. Additional advice on meeting the needs of specific pupils is provided as and when required, often on a multi-agency basis.
Establish database of mobility equipment (e.g. specialist chairs, standers) in schools. This should include equipment in use and spare equipment.	A database is available which is accessible by NHS staff and includes equipment in use and spare equipment.
Establish and maintain a database of pupils with physical access needs.	A database is available but will be developed to take account of the new SEEMIS administration system.
Continue to provide training in the lifting and handling of pupils.	Training is provided on an ongoing basis as and when necessary by the Corporate Training Unit.
Development of planning process.	Policies are in place on Managing Accessibility Plans, Co-ordinated Support Plans and Individual Education Plans to ensure effective planning to meet pupil's needs. The Integrated Assessment Framework is being rolled out to all schools during the 2007 - 2008 school year.
Develop and implement a strategy for the deployment of SFL teachers and support staff.	Consultation has taken place on proposals for the allocation of SFL teachers and the outcomes will inform guidelines for the deployment of SFL teachers

ACTION	PROGRESS TO DECEMBER 2008
Ensure information on accessibility issues is available on the Aberdeenshire internet and intranet websites.	Information is available on the intranet and internet. This is also available for parents/carers.
Review and revise “Notes for Parents” to ensure they provide information on support available for parents and pupils.	This is being reviewed in readiness for January 2009 and will be available in alternative formats on request.
Deliver impact assessment training.	Training has been undertaken.
Take account of views of disabled children, young people and their parents/carers in the delivery of education as a result of the involvement days.	This has been completed and extended by establishing a partnership with People First, Fraserburgh to work with children in special schools so that they can be involved in the future development of the Disability Equality Scheme. A report is available on pilot work with the Anna Ritchie School.
Continue to involve disabled children and young people in the development of the Disability Equality Scheme through further involvement days.	The views of disabled children, young people and their parents/carers are also taken into account when planning and reviewing education provision specific to their needs.
Deliver training and awareness to ensure Learning and Leisure staff are informed and trained.	Learning and Leisure staff informed and aware of equality issues.
Development and training of Sport and Community Recreation staff to enable delivery of sports to all ability levels.	<p>Funding received from NHS Grampian to role out 8 Scottish Disability Sport Disability Inclusion training courses:</p> <p>3 courses delivered 2007 with 49 people trained</p> <ul style="list-style-type: none"> <li>▪ Another 4 internal Aberdeenshire Council courses identified for 2008</li> <li>▪ Identified need for corporate training. Need for training logged</li> </ul>

**2.2 Eliminate unlawful discrimination**

<b>ACTION</b>	<b>PROGRESS TO DECEMBER 2008</b>
Implement the disability access audit recommendations taking account of new school builds, planned major refurbishments and asset management audits.	A number of schools have been identified and agreed for improvement to access over a five year period. Work will begin towards the end of 2008. In addition small scale improvements are being made to schools to improve immediate access requirements for pupils and their parents/carers.
Continue to promote inclusive practice through the delivery of equalities/accessibility training. Continue to offer CPD opportunities for school staff working with pupils with disabilities. Continue to promote inclusive practice through the delivery of equalities training.	All staff in all schools have participated in awareness raising for the Additional Support for Learning Act. Training on accessibility issues has been provided for janitorial and admin staff in schools. A wide range of certificated and non-certificated courses are available in inclusive practice, autism, motor co-ordination, literacy/dyslexia.
Develop and implement a strategy for addressing the recommendations arising out of the curriculum audit.	Improvements are taking place as a result of A Curriculum for Excellence and the Additional Support for Learning Act. In addition, all CSNs are preparing strategies for additional staff development.
Issue advice to schools on curriculum accessibility for pupils with visual and/or hearing impairment, autism, specific learning difficulties and autism.	Advice is already in schools. This is complemented by for further advice from the Sensory Support Service and other specialist staff and through CPD opportunities.
Develop advice on special assessment arrangements for SQA examinations to ensure consistency across Aberdeenshire.	Advice is available in schools.
Catalogue the range of Access course materials available to secondary schools.	Course materials are available in schools.
Ensure authority ICT strategies and plans reflect the needs of pupils with disabilities.	Specialist ICT is available to pupils as and when required. Work is taking place on improved access to specialist ICT.
Issue advice to schools on accessing information in different languages and different formats.	Advice is available to schools but will be reviewed as a result of increased demand.

ACTION	PROGRESS TO DECEMBER 2008
Continue to review and put in place measures to ensure access to arts, heritage, sports and community services.	Some buildings are DDA compliant and mechanisms are in place to provide access in alternative ways, e.g. ARC recording studio has mobile unit, Heritage provide talks, loan kits, museum store tours and web access.
Achievement of Foundation level in The Equity Standard A Framework for Sport.	<p>An increased awareness of equality issues within Sports Dev. Team and associated volunteers and organisations.</p> <p>An extensive programme of projects delivered in 2007 involving approx 2000 attenders.</p> <p>Disability Sports has developed web presence and issues departmental news letter.</p>
Awareness of Law: Continued promotion of awareness and adherence to DDA.	<p>Aberdeenshire Arts website includes information about equality issues, promoting awareness to the wider cultural sector.</p> <p>The heritage service includes information relating to disability in its corporate web pages.</p>

### 2.3 Eliminate disability related harassment

- 2.3.1 All schools have anti-bullying policies in place and further guidelines have been issued on promoting positive relationships.
- 2.3.2 A partnership has been established between the Education Learning and Leisure Service and Aberdeenshire Disability Action to work with primary schools to promote positive attitudes towards disabled people. This will also impact on eliminating harassment. See also 2.4.1.

### 2.4 Promote positive attitudes towards disabled people

- 2.4.1 Aberdeenshire Disability Action has worked with 43 primary schools to promote positive attitudes towards disabled people. A partnership has been established between the Education Learning and Leisure Service and Aberdeenshire Disability Action to extend this work until July 2009.
- 2.4.2 In Aberdeenshire schools disabled pupils have taken part in activities alongside their peers:

- Higher Grade, Standard Grade, Caledonian and Asdan Awards. These have included credit grade passes in practical subjects by a pupil with a physical disability.
- Work experience and enterprise activities
- College links to acquire vocational skills
- Foreign trips
- Representing Aberdeenshire in sports tournaments
- The Pathfinder project (designed to establish the Cultural entitlements of our communities) involved disabled people, both a part of a general group, and as a specific target group.
- Heritage have worked with Social Work on a project involving Adults with learning disability now in second phase funded by Healthy Living Fund.

2.4.3 A number of disabled pupils have made significant achievement in sporting activities. These include

- Representing Scotland in the Cerebral Palsy Home Nations Championships
- Representing Great Britain in the World Deaf Swimming Championships and qualifying for seven finals
- Seven primary school aged pupils were selected to attend the Scottish Schools National Swimming Gala in Glasgow in 2007. A further six have been selected to attend in 2008

2.4.4 One pupil over the past two years has achieved the following:

- **'Special' Olympic Summer Games Glasgow July 2005**  
Gold 50m front crawl, bronze 50m back crawl, gold relay team
- **Discovery Games Dundee, August 2005**  
Gold 25m breast stroke, gold 50m back crawl, bronze 50m front crawl
- **Aberdeen/Aberdeenshire School Gala (disability) Sept 2005**  
Gold 50m back crawl, Gold 50m front crawl
- **Garioch Special Needs Gala Nov 2005**  
Gold 25m breast stroke, Gold 50m front crawl, Silver 50m back crawl
- **National School Disability Gala Glasgow, Nov 2005**  
Gold 50m front crawl, Bronze 50m back crawl
- **Mary Duncan Memorial Gala Feb 2006**  
Gold 25mm Butterfly, Bronze 100m front crawl, 4th 50m back crawl
- **1st British Championships with SpLd Sheffield July 2006**  
Silver 100m front crawl, Bronze 50m back crawl, Gold 50m Butterfly

- **Discovery Games Dundee August 2006**  
Silver 50m back crawl, Silver 50m front crawl, Gold 50m butterfly
  - **Mary Duncan Memorial Gala Feb 2007**  
Gold 50m breaststroke, Silver 50m front crawl, Silver 50m back crawl, Silver 25m butterfly
  - **Discovery Games Dundee August 2007**  
Gold 50m back crawl, Gold 50m front crawl, Gold 50m butterfly
  - **Aberdeen/Aberdeenshire School Gala (disability) Sept 2007**  
Gold 50m back crawl, Gold 50m butterfly, Gold 100m front crawl, Gold 100m I.M
- 2.4.5 In 2006 a pupil attending one of our special schools won several swimming medal at the Special Olympics in Shanghai.
- 2.4.6 A former Aberdeenshire pupil with autism is combining study for a higher education qualification with independent living in a student hall of residence.
- 2.4.7 In one of our secondary schools:
- Two S2 pupils, one with Cerebral Palsy and the other with additional support needs were in the winning team at a S2 Food & Drink Challenge in October 2008.
  - Two pupils (one in S5 and the other in S4) with Autistic Spectrum Disorder raised £730 for McMillan Cancer Care with a coffee morning at the end of the summer term 2008.
  - An S3 pupil with additional support needs is the school S3 Cross Country Champion.
  - An S2 pupil with Autistic Spectrum Disorder has achieved the orange belt in Karate.
- 2.4.8 In June 2008, one primary school aged pupil was awarded a trophy for the most improved girl rider by Buchan Riding for the Disabled Association.
- 2.4.9 Two visually impaired pupils have received awards this year:
- A P5 pupil with a visual impairment has been presented with a community award for outstanding achievement (LARC Individual Achievement Award 2008) in recognition of his determination and enthusiasm for life.
  - A P7 pupil was awarded third prize in the Scottish Disability Forum (Elma Mitchell MBE Award) for an essay she had written on disability.
- 2.4.10 A primary school aged pupil with additional support needs has achieved grade 1 cello with Merit.
- 2.4.11 Two pupils from one of our primary schools on the Autistic Spectrum have achieved an SVQ certificate in Managing Environmental Resources as part

of work carried out in school linked with Banff and Buchan College, Fraserburgh.

- 2.4.12 In addition, a number of disabled pupils are very positive role models for all pupils through their relationships with school staff and their peers and their attitude to school work.

## **2.5 Encourage participation by disabled people in public life**

- 2.5.1 There are opportunities for disabled children and young people to take part in the wider life of the school through for example:

- Pupil Councils
- Organising fund raising activities
- Enterprise activities
- Community Learning and Development Activities

- 2.5.2 Sports service involved in the Aberdeen Disability Action Forum meeting discussing Leisure services, increasing involvement and promoting participation for people with a disability.

## **2.6 Take steps to take account of disabled persons' disabilities even where that involves treating disabled persons more favourably than other persons**

- 2.6.1 All of the actions in 2.1 and 2.2 have been put in place to take account of disabled persons' disabilities.
- 2.6.2 Print and web publications follow best practice adopted in line with Aberdeenshire Council Policy. The North East Folklore website has been redesigned ([www.nefa.net](http://www.nefa.net)) increasing accessibility.

## **3. INFORMATION GATHERING**

- 3.1 The information that has been gathered on the number of pupils with disabilities and the nature of their disabilities has been used to
- develop a programme of school improvements to ensure that all children and young people are within reasonable travelling distance of an accessible school
  - develop policies on autism, motor learning skills, literacy / dyslexia and to develop autism and dyslexia friendly schools
  - provide support to staff in schools through guidelines and staff development opportunities
  - provide funding to support swimming and horse riding activities
  - further develop partnership working with the voluntary sector to increase the involvement of disabled children and young people and to promote positive attitudes to disabled people.