

## **Disability Equality Plans (DDA 2005)**

The Disability Equality duties come into force from December this year. All public authorities, including schools, must ensure that they:

- Promote equality of opportunity between disabled persons and other persons
- Eliminate unlawful discrimination
- Eliminate harassment of disabled persons that is related to their disabilities
- Promote positive attitudes towards disabled persons
- Encourage the participation by disabled persons in public life
- Take steps to take account of disabled person's disabilities even where that involves treating disabled persons more favourably than other persons

It is important to remember that the definition of disability under the Act is a wide one. People with Autistic Spectrum Disorders, ADHD, bi-polar disorder, visual and hearing impairments, diabetes, epilepsy, gross obesity, Muscular Dystrophy, Cerebral Palsy, facial disfigurement and severe Dyslexia would all be deemed disabled. Anyone with cancer, Multiple Sclerosis or HIV/AIDS is treated as disabled under the legislation.

**Most schools will have a pupil and/or member of staff who is disabled according to the Act.**

Secondary schools should be aware of their duty to produce a Disability Equality Scheme by December 4<sup>th</sup> this year. (Special and Primary schools will need to produce their schemes by December 2007)

It is important that the plans reflect consultation with disabled pupils and their families.

Further information can be obtained from [www.drc.org.uk](http://www.drc.org.uk)

If you have not already ordered your **free** copy of 'Implementing the Disability Discrimination Act in Schools and Early Years Settings' you should do so as soon as possible.

Copies available (to school addresses only) from  
DfES Publications Tel. 0845 60 555 60, quoting reference 0160-2006DOC-EN  
Or order online at [www.teachernet.gov.uk/publications](http://www.teachernet.gov.uk/publications)

An appendix to this guidance will be produced soon and will give guidance on producing your first Disability Equality Scheme.

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