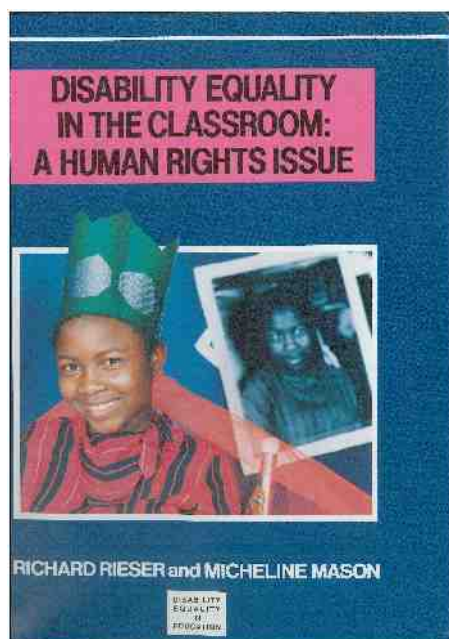


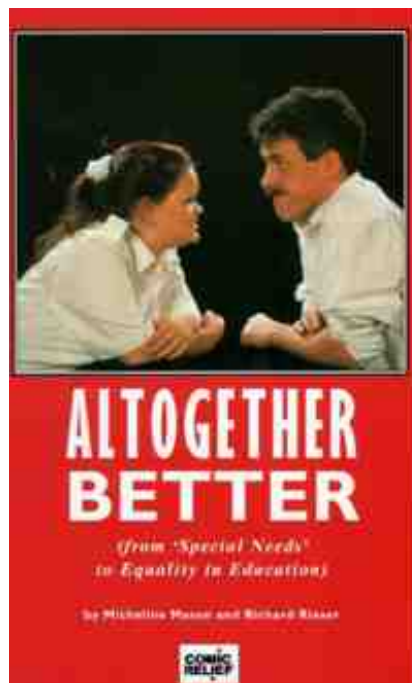
The Mouse that Roared. Disability Equality in Education

RIP 1992-2009.

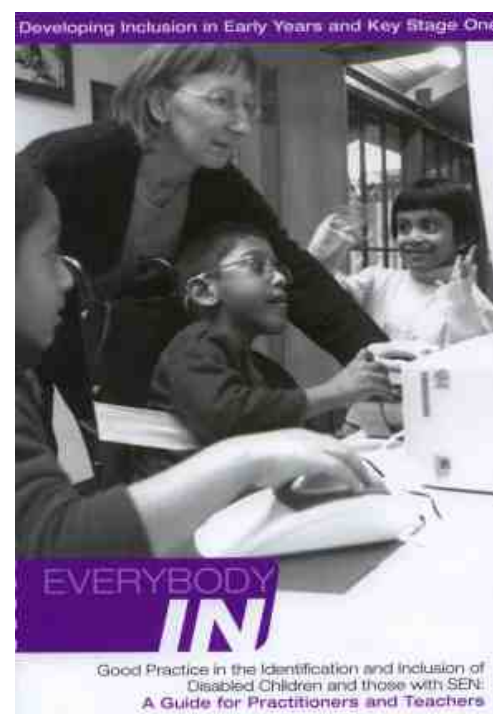


1990

1994



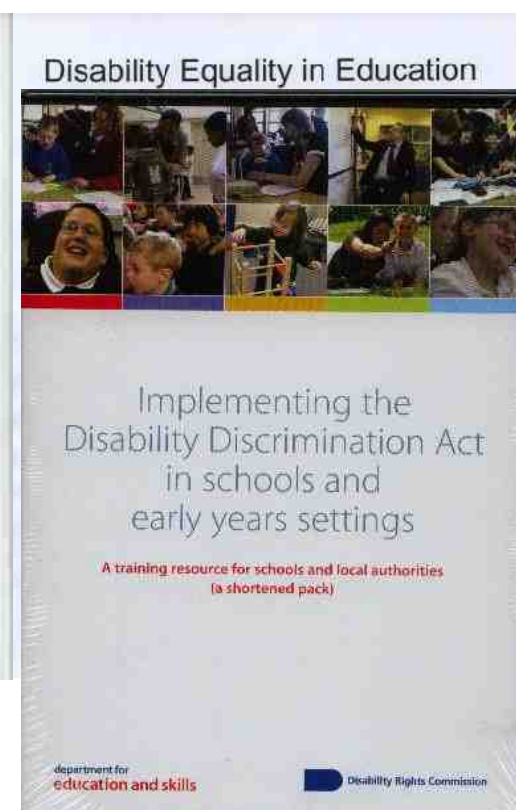
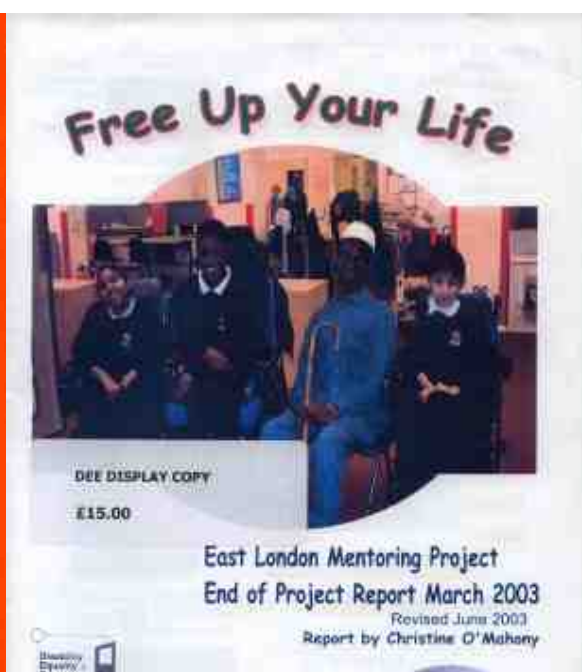
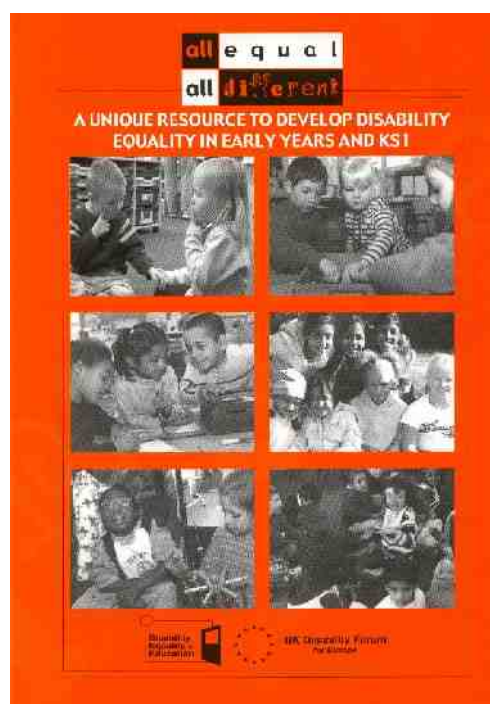
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2006/2008

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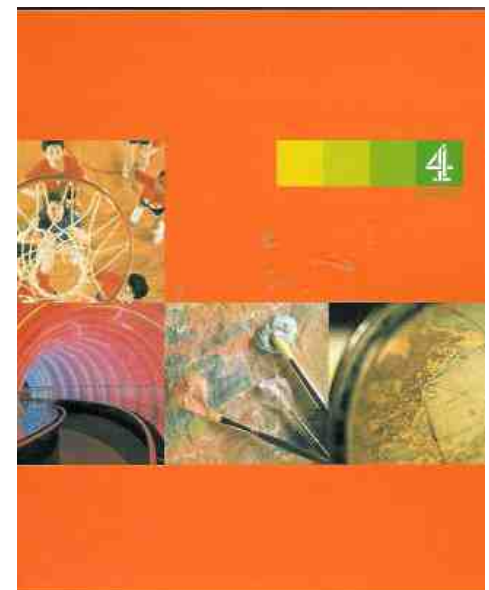
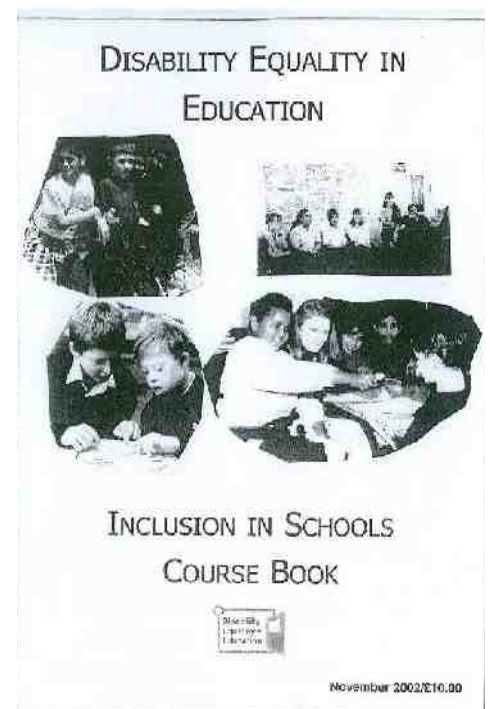
2003



2004

2008


2000

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2002

DISABILITY EQUALITY IN
EDUCATION


COURSE BOOK



POST SCHOOLS:
FURTHER EDUCATION,
HIGHER EDUCATION
& ADULT EDUCATION

JUNE 2002

£10.00



INCLUSION IN EARLY YEARS
DISABILITY EQUALITY IN
EDUCATION COURSE BOOK

Developed
2002 by
Education

MAY 2002 / £10.00

The Impact of the Duty to Promote Disability Equality in Schools in England: A Report for the DCSF



Author Richard Rieser, Director of Disability Equality in Education

September 2008



2002

Everybody is Welcome Here

Secondary Disability Equality in Practice

"There's more than one way to communicate."

DID YOU KNOW? British Sign Language is an official language in the UK
and is the chosen means of communication for the Deaf Community.

Disability Equality in Education would like to thank donors for all their support for this project; the pupils and staff of the following supporting schools for their help: The Archbishop School, Milton Academy, George Town, Kingston, Upper and South Croydon Community Schools and Lambeth Grammar for the pupils policy.

Sponsored by
The National Lottery
through Charities for All

Series of 15 colour posters funded by Awards for All Photos Carlos Reyes-Manzo and May Rose Storey October 2008



ACHIEVEMENTS OF Disability

Equality in Education (DEE)

After 17 years DEE has shut due to financial difficulties, but the work of DEE will continue in many ways through:-

Some of the 550 disabled people trained by DEE to deliver training about disability equality and inclusive education.

The 100,000 teachers and educationalists who underwent training courses run by DEE in the last 12 years.

The thinking on developing inclusive education and disability equality contained in many films and publications.

Changes in Government policy that DEE helped bring about.

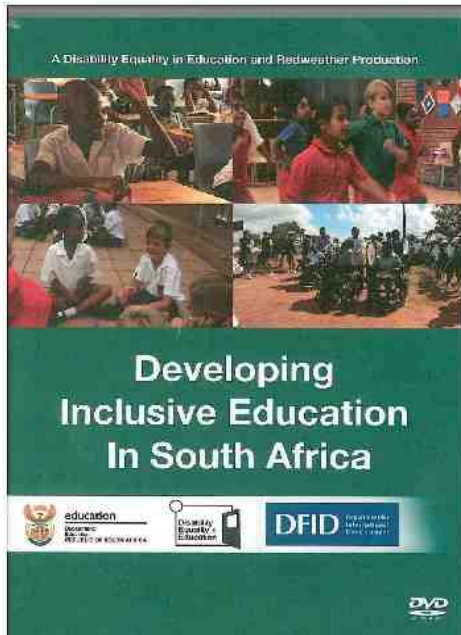
A new website which contains all DEE's publications for free download and use around the world www.worldofinclusion.com



Richard Rieser Disability Consulting and Training.

Resources that DEE produced for Government such as *Implementing the Disability Discrimination Act in Schools and Early Years*—a five and half hour DVD of examples of inclusive practice in 41 schools available from *The Stationary Office*.

The legislation on disability equality and inclusion that DEE helped to get in place.



Many families who were helped to get their rights in education.

The Alliance for Inclusive Education.

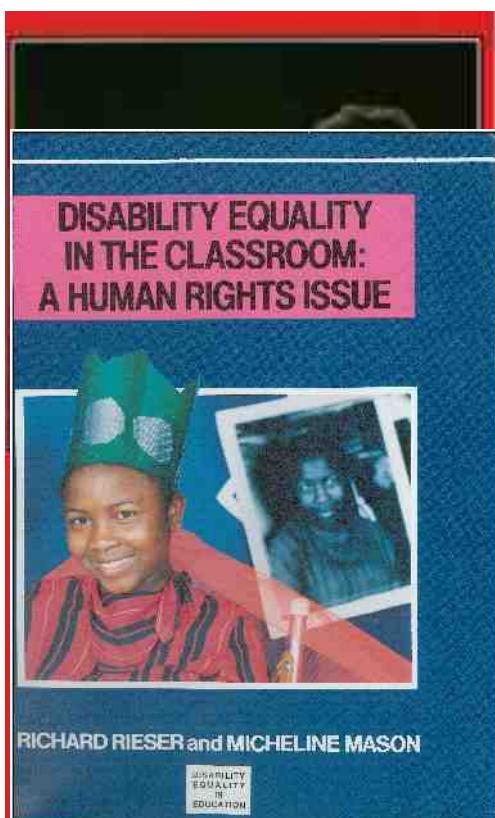
Defending inclusive education when under attack.

Helping to negotiate Article 24 of UN Convention on Rights of People with Disabilities.

Our work around the world in Argentina, Cambodia, Canada, Europe, India, Korea, Morocco, Russia, Saudi Arabia, Senegal, South Africa, United Arab Emirates, United Nations, USA, Uganda, Scotland and Wales, where DEE provided training on

Disability Equality and Inclusive Education.

Shot in 10 primary schools in South Africa with funding from DFID and South African Government a DEE/REDWEATHER Co-Production November 2008



THE BEGINNING

Disability Equality in Education was set up in 1992 to publish the reprint of '*Disability Equality in the Classroom :A Human Rights Issue*'. This pioneering book by Richard Rieser and Micheline Mason, published by the Inner London Education Authority in March 1990 (3 weeks before Mrs Thatcher abolished the IEA) was sent to every local authority in the UK and every Inner London School. It was the first attempt to bring the thinking of the Disabled People's Movement and the Inclusion Movement together in a handbook for schools. The IEA gave the copy write to

Richard and Micheline, together with some 2000 copies which were sold in the next two years. The book led to many requests for training. Comic Relief provided an interest free loan to republish the book. In 1994, they also produced '*Altogether Better*' by Micheline and Richard which eventually sold 10,000 copies and was used to train hundreds of thousands of students in inclusive education.

In 1992 Comic Relief funded the first two 'training the trainers' workshops held in Leicester on how to develop disability equality in schools. These were very successful with 40 disabled equality trainers from all over the UK taking part. This led in 1994 to the publication '*Altogether Better*' which became a staple on many courses for professionals around the country.

DEE was set up to be a non- campaigning organisation to educate educationalists about inclusive education and publish and produce resources. DEE became an essential part of the *Alliance for Integrated Education*, as it was known then and later a key contributor to *Inclusion Now*. It took over two years to get charitable status; a move initiated in 1994 after it became clear nobody would fund DEE as a non-charity. Even once charitable status was achieved it was very difficult to get funding. The Barrow Cadbury Trust, Platinum Trust and later Comic Relief became the mainstays of DEE. By 1998 DEE had an office (no longer Richard's basement), a part time Director an administrator and a part-time training coordinator. Work began in earnest in developing the capacity of disabled equality trainers to train educationalists in disability equality and inclusive education.

DEVELOPING THE TRAINERS' NETWORK

The first colour Over Head Transparency pack was a new and exciting resource and trainers came together at Bermondsey YHA to develop their approach collectively. This core group grew into the steering group. The Department for Education in 1999/2000 funded more training the trainers and an independent evaluation of DEE's training in schools, which demonstrated it changed attitudes and practice and that 94% participants rated it as good or excellent. In 2002 DEE received a major 3 year grant from the National Lottery and set about developing a national network of trainers. In the next three years more staff were taken on,

a larger office opened and over 500 disabled people underwent
Book June 2001

First Course



Disability Equality in Education



Course Book Training for Inclusion & Disability Equality

June 2001



£3.00



the four day course.

DEE won a National Training Award for this work in 2002. Richard was now the full time Director. DEE were also commissioned to produce resources for the Government and various statutory agencies. DEE became the recognised lead disability equality training organisation in the UK. During this period, the Charity was re-launched at the DfES with Minister Jacqui Smith and funding was provided to develop training and for the independent evaluation.



Audience at re-launch DEE Nov 99 @DFES



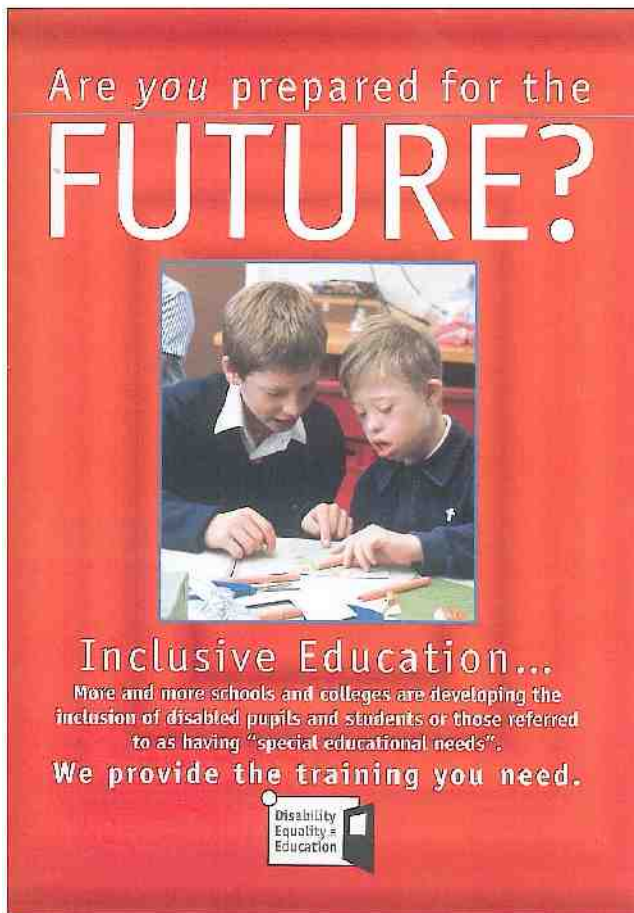
Micheline Mason ,Katie Caryer, Jaqui Smith, Paul Ennals and Richard



JacquiSmith,Paul Ennals & Richard Rieser



Katie Caryer with Minister, Jaqui Smith



BROADENING THE NETWORK

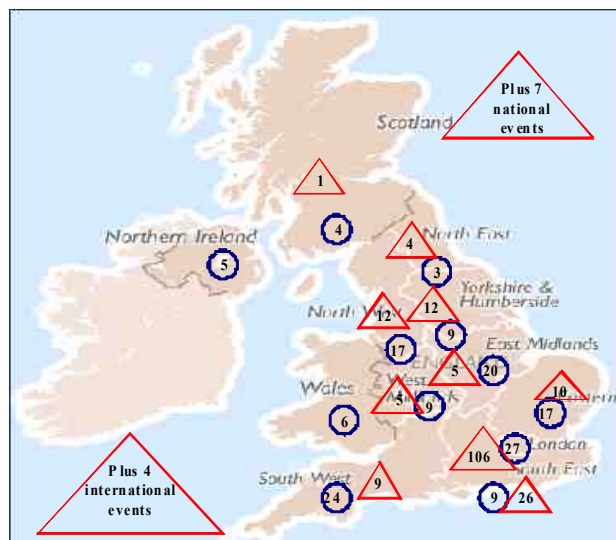
Over the period 1997 to 2005, 27 'training the trainer' courses were run by DEE, to develop the capacity and understanding of disability equality trainers of education and inclusive education. 550 individuals took part. We ran 2 young people's courses and 2 for adults with learning difficulties. From 2002-2005 we ran a project funded by Comic Relief to increase the number of Black and Ethnic Minority trainers and to run anti-racism courses for all trainers. This grant also allowed for work with BME communities in Brent, Harrow and Ealing led by Krishna Birdy.



Training events in Barnsley and Bolton



DEE trainers elected a trainers' Steering Group at annual trainers' conferences, which were held in 2002, 2003, 2004, 2005. The Steering Group oversaw training standards, and conditions and the apprenticeship system. Training Coordinators were

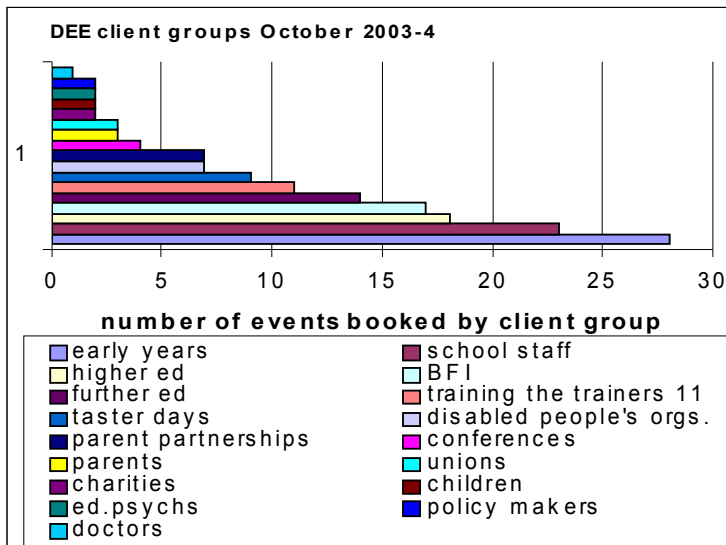


Training and Trainer s 2003

△ 200 Locations of Events
○ 150 Locations of trainers

pay

employed, firstly Sue Rickell and then Hazel Peasley and Chris O'Mahony, later assisted by Michele Daly. A clerical support team was built up, first led by Office Manager Pat Monkman, then Kristina Jackson, followed by Andy Ball, replaced by Rosie Crowther and finally Gillian Ayres . A range of cutting edge course books and training materials were developed. With a list of 160 trainers and many requests for training there was much to do.



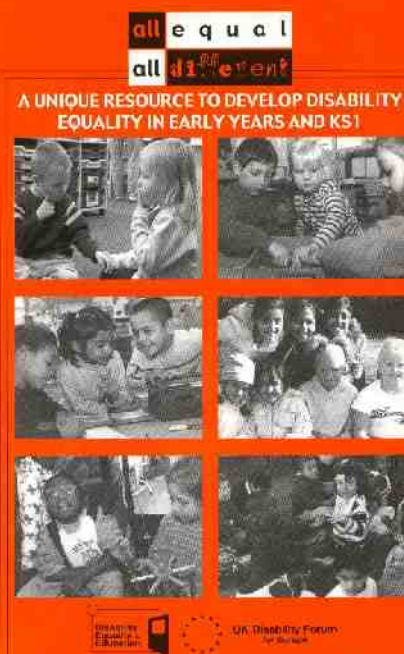
The basic units in the training courses were

- Different ways of thinking about disability-traditional, medical and social model thinking
- The history of our oppression
- Segregation, Integration, Inclusion
- Identifying barriers . Finding Solutions
- Examples of Good Practice

- What the DDA requires-Case studies
- Good Manners to disabled People
- How to run an inclusive classroom
- Bringing Disability into the Curriculum

DEVELOPING MATERIALS TO SUPPORT INCLUSION

In 2003/2004 we collaborated on the production of *All Equal All Different* : a pack for Early Years/ KS1, as part of European Year of Disabled People. This was a great resource, but caused the beginning of DEEs troubles, as the coordinator of the European Year embezzled £30,000 due to DEE. This was never recovered. Despite this, the accountants appointed to close this firm down allowed DEE copy write of this pack and we went on to sell all 1200 remaining, to re-coup our loss. The pack contained 2 handbooks for teachers, developed by teachers and practitioners ,16 posters of inclusion shot by Carlos Reyes-

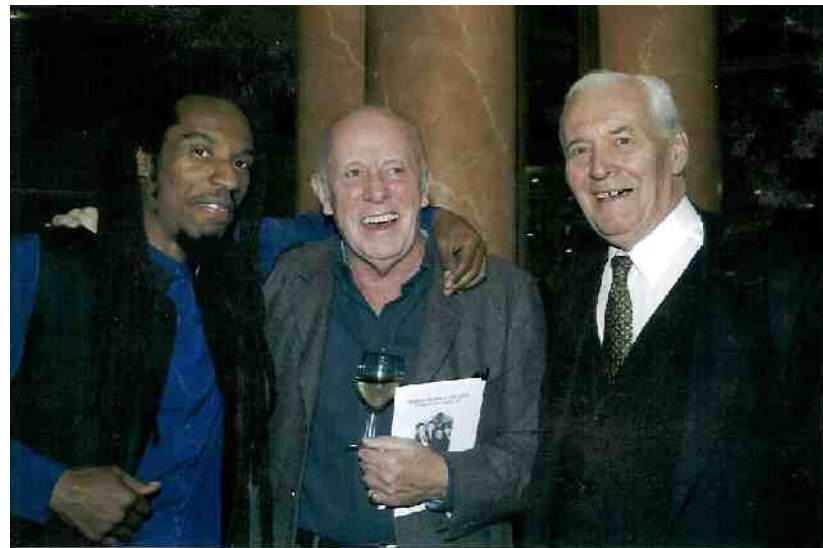
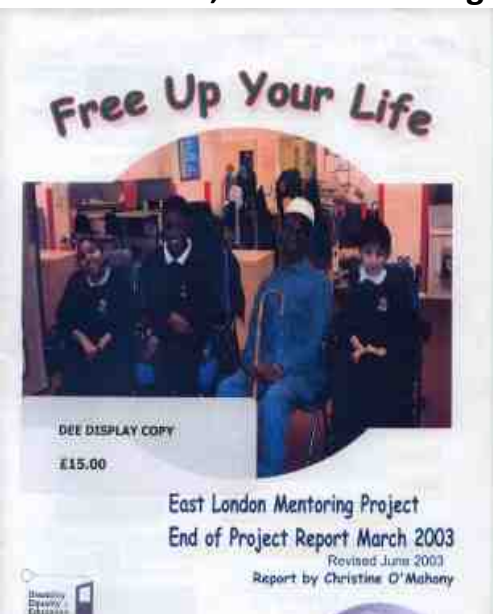


Manzo, 6 story books written by disabled people, a board game, a book of disabled people who had made a difference, ABC and Counting books featuring disabled children and a video of 10 signed songs. It was a great success and is still used in many nurseries and infant schools.

At the same time, DEE was approached by the British Film Institute to produce another project on the media and disability for teachers and schools. This was *Disabling Imagery* www.bfi.org.uk/disablingimagery and was also published as a book by DEE. We ran a number of regional trainings for teachers and seminars for primary and secondary pupils. This resource analysed the history of disabled people and then analysed how this was portrayed in the Western Cinema. There was a section on Bollywood and TV. There were a number of lesson plans for using film in English and Media studies in KS2, KS3 and KS4. The resource also had a DVD of 20 film clips, which showed disabled people in a positive way.

In 2002, we won a DfES grant to work with disabled pupils in mainstream secondary schools . This became *Free Up Your Life* Our trainers worked with pupils in 5 schools and a video as well as the report was produced. This project demonstrated the need for disabled adult role models for

disable young people. In each school pupils followed a course of 8 two hour sessions, exploring things like sex, relationships, getting about, getting a job, getting a home and getting trained. The report was launched at the Theatre Museum in Covent Garden.





Students from George Green's School



Audience at launch

department for
education and skills



Disability Rights Commission

**COUNCIL FOR
DISABLED
CHILDREN**

The Reasonable Adjustment Project

Part of Implementing the Disability Discrimination Act
in Schools and Early Years-May 2006



In 2002 following the joint production of *Making It Work* with the Council for Disabled Children-a training manual for the new duties on schools, the DFES approached us. In the Autumn 2003 DEE was asked to submit a closed tender for the *Reasonable Adjustment Project* by the Department of Education and Skills. This project was to find out how schools in England were coping with the new duties to not

treat disabled pupils and students less favourably and to make reasonable adjustment [SEN and Disability Act 2001].

Linda Prior and Anna Case were engaged to work on this project with Richard. A questionnaire was sent to 9000 schools, courtesy of NASEN. We received over 400 replies from schools who were happy to share their adjustments and had a full range of disabled pupils. These questionnaires were sorted by judgement panels into gold, silver and bronze and then sorted by the time the school had been making adjustments. We wanted beginners, developing and developed practice. 90 schools were selected. These were cross checked with the judgements of Local Authorities-50 Authorities sent their lists of good practice schools. Telephone interviews were carried out with these 90 and two tranches of 20 were selected to give a balance of primary/secondary, community/voluntary aided, rural/ suburban/inner city. Visits and filming with Redweather commenced in January 2004



and lasted to September 2004. Post production and editing took a further 2 years, which was due to political changes at DfES. However, in the end the five and half hours of films have been widely acclaimed and utilised. The project steering group had representatives from DFES, National Strategies, QCA, CDC, DEE ,SENJIT and OFSTED.

The project demonstrated that the following factors were needed for good inclusive practice

to occur:

- **vision and values based on an inclusive ethos**
- **a 'can do' attitude from all staff**
- **a pro-active approach to identifying barriers and finding practical solutions**
- **strong collaborative relationships with pupils and parents**
- **a meaningful voice for pupils**
- **a positive approach to managing behaviour**
- **strong leadership by senior management and governors**
- **effective staff training and development**
- **the use of expertise from outside the school**
- **building disability into resourcing arrangements**



- a sensitive approach to meeting the impairment specific needs of pupils
- regular critical review and evaluation
- the availability of role models and positive images of disability .

A box with DVDs, training materials and materials on Access Planning was offered free to every English school. *Implementing the Disability Discrimination Act in Schools and Early Years* (2006) was not properly publicized by the DFES, but half took up the offer.

FUNDING GETS DIFFICULT Arising from the financial problems with *All Equal All Different*, DEE worked as a consultant to SCOPE on restructuring its schools. This led to a joint training programme on the Duty to Promote Disability Equality and increased training income for a while and led to the hiring of Chris Sherwood. By the later half of 2005 it became clear we would need to make drastic reductions to survive and these unfortunately had to be carried out by end of January 2006, with a move to a smaller office and staff redundancies. The Lottery failed to renew grant saying Government should be funding DEE. Apart from the *Free Up Your Life Project* for empowering young disabled people in mainstream and the *Reasonable Adjustment Project*, Government would not fund us after 2002.

Raspberry Ripple
All Star Comedy Benefit
 Sunday 20 March 2005 * 7.30pm
 In aid of Disability Equality in Education

STARRING Johnny Vegas • Al Murray
 Stewart Lee • Francesca Martinez
 Paul Chowdhry • Kevin Eldon
 Jenny Éclair • WITH Igaga SOUTH AFRICAN SINGERS
 AND Special Guests

FOR ONE NIGHT ONLY

HOSTED BY MAT FRASER

HACKNEY EMPIRE
 where theatre lives

Tickets £15 & £12.50
 Champagne Boxes available £25 per seat
 Box Office 020 8965 2424
 Hackney Empire
 291 Mare Street, London E8 1EJ

DEE continued for a further three years, largely unfunded (apart from Platinum and a small grant from City Parochial and Awards for All) surviving on its training and resource income. The lack of core funding inevitably took its human toll on the health of the Director Richard Rieser and the Trustees took the decision to close by March 2009. DEE however held a number of fund raising events and did manage to get substantial donations from a number of private donors.

One of our most innovative fund raisers was with Francesca Martinez, one of our Patrons. The Raspberry Ripple All Star Comedy Benefit was held at the Hackney Empire in March 2005

Another patron, Betty Jackson, designed some Christmas Paper for John Lewis and we got £1 for each roll sold.

A Portrait of A Movement, by Rosa Branson, a large oil painting of the inclusive education movement, was launched at City Hall in March 2007. This was a joint event with the Alliance for Inclusive Education and Parents for Inclusion. It is hoped this will finally find a home at the Institute for Education in London.



DEE'S INCREASING INTERNATIONAL ROLE ON DEVELOPING INCLUSIVE EDUCATION

Susie Burrows & Richard with Don McKay Chair Ad Hoc at UN

And speaking in debate on Article 24



DEE has provided training with Save the Children in North Africa, Morocco and Egypt, in Argentina with the British Council, in India with the National Resource Centre for Inclusive Education in Mumbai, in Canada and Korea with Disabled Peoples International, in Southern Africa with the Southern African Federation of Disabled People, in Uganda with the Commonwealth, in Senegal for the 32 countries of ANCEFA, in five parts of

South Africa with the South African Government and at UCLA and Syracuse Universities in USA. In Russia with Perspektiva developing inclusion in five Russian Cities-2 trainings and visit to UK.

At the United Nations our Director played a leading role in shaping the wording of Article 24 of the UN Convention on the Rights of People with Disabilities. In addition we ran training for the Young Voices Project in New York for Leonard Cheshire in New York and in Ethiopia.



The joint Empowerment course for 150 people run by DEE and ADAPT had 6 DEE trainers and 6 Indian co-trainers and ran for 6 days in Mumbai.

In February 2007 DEE was invited on a speaking tour of South Africa. Five seminars were held. A film crew also came from Redweather and we visited 10 primary schools in 4 provinces and made a film of the good practice we saw.



We also drew attention to what needs to happen next.



The experience of working in Africa and India led to Richard writing *Implementing Inclusive Education a*



Commonwealth Guide to implementing Article 24 of the UN Convention on the Rights of People with Disabilities

<http://publications.thecommonwealth.org/education-24-cnt20-c.aspx>

DEE has also provided training and consultancy on a number of European Projects.

We provided training on the single Employment Directive in France, Latvia, Hungary, Rumania, Bulgaria, Slovakia and Cyprus.

DEE worked as a consultant and trainer with Poland, Spain ,Hungary, Germany, UK, Sweden, Denmark, Italy on the European Media and Disability project and has produced material for the project website. http://www.mediaanddisability.org/diseed_presentation/img0.html

DEE has also worked with the European Disability Forum on developing a policy on Inclusive Education

http://www.edf-feph.org/Page_Generale.asp?DocID=13348&id=1&namePage=ourwork



Rachel and Leah on Young People's Training

DEE OUTLINE FINANCIAL HISTORY 1991/2 to 2008/09

Year	1991/2	1992/3	1993/4	1994/5	1995/6	1996/7	1997/8	1998/9	1999/2000
INCOME	£4,703	18,193	9,476	5,602	8,065	8,339	12,545	42,490	92,974
Training and Consultancy		2,460	4,795	2,145	2,618	4,837	4,281	9,436	21,898
Book & Video Sales		13,123	4,472	3,402	5,411	3,391	3,263	3,333	5,576
incl /consultancy from 2005/06									
Grants & Donations							5,000	27,000	65,109
Exceptional								2,598	
EXPENDITURE	3,466.93	11,978	11,083	9,893	5,742	9,394	12,738	35,933	86,699

Financial Position.

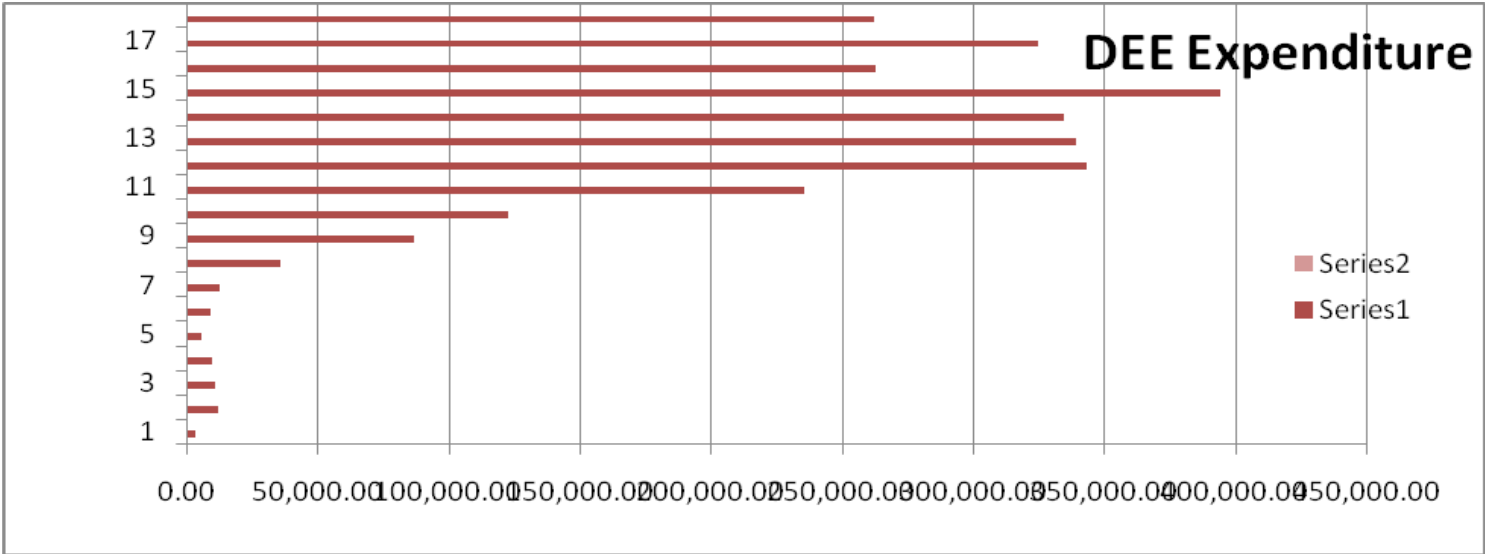
DEE started reliant on sales of Disability Equality in the Classroom and repaying a loan from Comic Relief for the reprinting of the book. Slowly money was earned from training, but it took a long time to get any substantial funding. From 1997 Comic Relief provided some core funding. This was followed by Barrow Cadbury and Platinum Trust. This enabled DEE to bid for larger grants and contracts. As can be seen, grants increased substantially in the early parts of this decade as did training and consultancy. Then for a variety of reasons training declined and it became harder to get grants. In its 17 years DEE had a combined income of £3,284,573, about half of which was grant and half earned through training, consultancy and resource

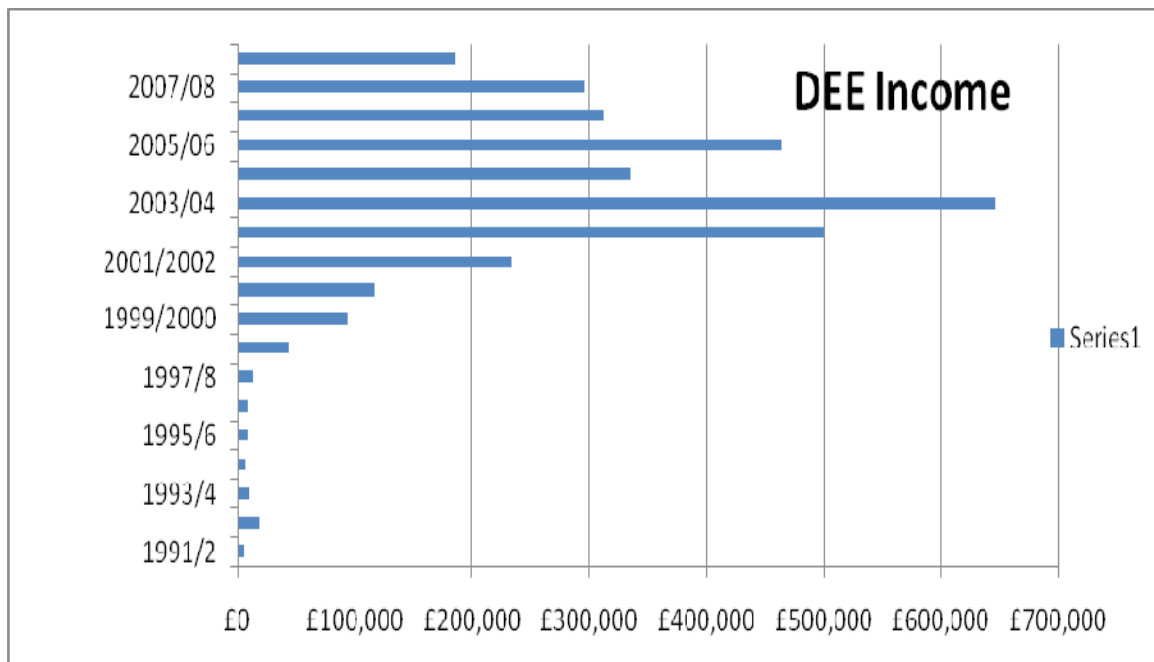


Year	2001/2002	2002/03	2003/04	2004/05	2005/06	2006/07	2007/08	2008/09
INCOME	233,454	498,932	645,008	333,853	463,159	311,170	294,846	185,197
Training and	79,645	158,100	180,273	128,843	91,583	145,346	99,238	78,059
Consultancy								
Book & Video								
Sales	18,024	51,660	35,330	70,151	130,407	92,831	70,910	28,778
incl /consultancy from 2005/06								
Grants	134,849	285,034	305,543	231,315	83,857	111,424	122,065	69,523
Donations		3,750	35,330	28,257	27,567	" "	" "	" "
Exceptional					123,371			
EXPENDITURE	235,545	343,434	339,132	335,009	394,524	262,928	325,026	262,449

sales.(Training £1,053,071, resources and consultancy £547,677. grant £1,509,713 and

donations £97,502). In the last three years we have been using up reserves and despite two rounds of economies and writing off a number of bad debts, would not have been able to carry on. The current economic situation made closure the only option.





Thanks to all who have been involved with DEE, Funders, Staff, Trustees, Patrons, Trainers and clients.

TRUSTEES	PATRONS	FUNDERS	STAFF
Marie Aderotoye Jenny Cobett	Tony Benn	Comic Relief	Pat Monkman
Prof. Colin Barnes	Tim Brighouse	Barrow Cadbury	Sue Rickell Nancy Cranham
Prof. Len Barton Ex-Chair	Len Barton	Platinum Trust	Hazel Peasley Chris O'Mahony
Prof. Tim Brighouse	Pandit G	DfES	Krishna Birdy Santi Rieser
Tara Flood Linden Ife	Betty Jackson	Community Fund	Kristina Jackson Katie Cohen
Mandy Hudson VC Lois Keith	Emma Thompson Lois Keith	Foyles Trust DFEE	Natisha Nunnes Marcus Drummond
Preethi Manuel	Ewan Marshall Francesca Martinez	DFID	Malini Chib Zohara Talaty
Ewan Marshall	Skin	Awards for All	Michelle Daley Susie Burrows
Micheline Mason	Benjamin Zephaniah	DWP	Jack Bond
Ruth Pickersgill		City Parochial Found.	Deborah Johnstone
Tony Purcell		BCODP	Anna Case

Treasurer			Linda Pryor
David Ruebain		BFI	Chris Sherwood
Anita Smith Anna Sullivan Chair		Transphere Ltd	Andy Ball
Sharon Sullivan		DCSF DFID	Rosie Crowther May Rose Storey
Deborah Williams		Volant Ch.Trust	Gillian Ayres

Written by Richard Rieser Founder and Director 25/6/09

Council For Disabled Children

department for
education and skills
creating opportunity, releasing potential, achieving excellence.



City Parochial Foundation

department for
children, schools and families

THE FOYLE FOUNDATION THE PLATINUM TRUST

