

**Disability Equality Action Plan (September 2018 – July 2019)**

<b>Action point</b>	<b>When</b>	<b>Resources</b>	<b>By Whom</b>	<b>Success Criteria</b>	<b>Monitored By</b>
1. To ensure that the school reports on employment, promotion and training data for disabled staff	End of each term – ongoing throughout the year	Time for senior staff / admin staff to produce information	JG	<ul style="list-style-type: none"> <li>• Raised awareness across the school</li> <li>• Results to inform school improvement planning/policy review</li> </ul>	Governing Board
2. To ensure that the school collects and reports on attainment, exclusion, admissions and transition data for disabled pupils	End of each term – ongoing throughout the year	Time for senior staff/admin staff to analyse and produce data/reports	LL/KB	<ul style="list-style-type: none"> <li>• Increased access to the curriculum</li> <li>• Removal of barriers to promote disability equality</li> <li>• Encouragement for disabled pupils, staff and parents/ carers to participate in mentor sessions, review meetings and to participate in consultation and debate</li> </ul>	Governing Board

Appendix 1

<b>Action point</b>	<b>When</b>	<b>Resources</b>	<b>By Whom</b>	<b>Success Criteria</b>	<b>Monitored By</b>
<p>3. Disability Impact Assessments to be carried out on all policies and procedures</p>	<p>Termly test of relevance and actual assessment of all policies to be tested for relevance every three years</p>	<p>Training for staff Time for assessments to be carried out</p>	<p>JG/KB/LL</p>	<ul style="list-style-type: none"> <li>Assessments carried out on all policies and procedures – areas for improvement identified and used to inform policy review</li> </ul>	<p>Governing Board</p>
<p>4. Identify ways in which the school can address any gaps relating to disability and equality</p>	<p>Agenda item –termly at SMT/faculty leader meetings</p>	<p>Time for SMT/faculty leaders</p>	<p>SMT/faculty leaders</p>	<ul style="list-style-type: none"> <li>Actions taken to increase access to the curriculum</li> <li>Increased participation in school based activities by students with a disability</li> <li>Involvement of disabled members of the school community in developing policies</li> </ul>	<p>Head Teacher</p>
<p>5. Review and consider areas that have an impact on diversity in the workforce and inform the LA of any training/support required</p>	<p>Ongoing throughout the year</p>	<p>Time for review Time for relevant CPD/support from LA</p>	<p>JG</p>	<ul style="list-style-type: none"> <li>Areas for improvement identified</li> </ul>	<p>Head Teacher</p>

Appendix 1

Action Point	When	Resources	By Whom	Success Criteria	Monitored By
6. Develop positive attitude/promote disability and equality across the school	Ongoing throughout academic year Sept 18-July 2019	Time in assemblies/SMC programme	All Staff	<ul style="list-style-type: none"> <li>• More positive attitudes across the school (evidenced through student and staff surveys and student voice)</li> </ul>	Head Teacher
7. Include disabled people in the review and development of the current DES	Working group – September 2018 ongoing	Time and room for group to meet	KB	<ul style="list-style-type: none"> <li>• More relevant DES in place</li> <li>• More positive attitudes across the school</li> </ul>	Head Teacher
8. To ensure that student voice promotes equality in all aspects of school life	Student Council September 2018 ongoing	Agenda item when group meet	DL/LK	<p>Students are aware of DES All students are represented</p>	Head Teacher