

**Disability Equality Action Plan (September 2020 – July 2021)**

<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>
3. Disability Impact Assessments to be carried out on all policies and procedures	Termly test of relevance and actual assessment of all policies to be tested for relevance every three years	Training for staff Time for assessments to be carried out	JG/KB/LL	<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>	Governing Board
4. Identify ways in which the school can address any gaps relating to disability and equality	Agenda item –termly at SMT/faculty leader meetings	Time for SMT/faculty leaders	SMT/faculty leaders	<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>	Head Teacher
5. Review and consider areas that have an impact on diversity in the workforce and inform the LA of any training/support required	Ongoing throughout the year	Time for review Time for relevant CPD/support from LA	JG	<ul style="list-style-type: none"> <li>Areas for improvement identified</li> </ul>	Head Teacher

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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 20- July 2021	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 2020 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 continues to promote equality in all aspects of school life	Student Council September 2020 ongoing	Agenda item when group meet	DL	<p>Students are aware of DES All students are represented</p>	Head Teacher