

Disability Equality Action Plan (September 2020 – July 2022)

| Action point | When | Resources | By Whom | Success Criteria | Monitored By |
|--|--|---|----------------|---|---------------------|
| 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"> • Raised awareness across the school • Results to inform school improvement planning/policy review | 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"> • Increased access to the curriculum • Removal of barriers to promote disability equality • Encouragement for disabled pupils, staff and parents/ carers to participate in mentor sessions, review meetings and to participate in consultation and debate | Governing Board |

Appendix 1

| Action point | When | Resources | By Whom | Success Criteria | Monitored By |
|--|--|--|----------------------------|--|------------------------|
| <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"> Assessments carried out on all policies and procedures – areas for improvement identified and used to inform policy review | <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"> Actions taken to increase access to the curriculum Increased participation in school based activities by students with a disability Involvement of disabled members of the school community in developing policies | <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"> Areas for improvement identified | <p>Head Teacher</p> |

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| 6. Develop positive attitude/promote disability and equality across the school | Ongoing throughout academic year Sept 20-July 2022 | Time in assemblies/SMC programme | All Staff | <ul style="list-style-type: none"> • More positive attitudes across the school (evidenced through student and staff surveys and student voice) | 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"> • More relevant DES in place • More positive attitudes across the school | Head Teacher |
| 8. To ensure that student voice promotes equality in all aspects of school life | Student Council September 2020 ongoing | Agenda item when group meet | DL | Students are aware of DES All students are represented | Head Teacher |