

Hanging Heaton C of E (VC) J and I School Disability Equality Scheme Action Plan 2016-17

Target	Action Needed	Responsible Person (s)	Timescale	Available Resources	Measurable Impact	Arrangements for Monitoring and Evaluation
<u>Consultation</u>	Review disabled pupils and adults within school and those who use the buildings. Agree method for collating views, possibly set up focus groups (if numbers permit). Check policies impacted by disability issues and update as appropriate when review due.	SBM	Autumn 2016	Non contact time.	A comprehensive list held.	Review letters and responses.
		SBM	Ongoing	Non contact time	Policies updated.	Review of policies.
<u>Curriculum</u>	Review PSHCE Long Term Plan to ensure disability issues raised in an appropriate way. Ensure positive role models are used within PSHCE resources. Review opportunities within topic work to ensure disability issues raised in an appropriate way	PSHCE leader	Annually	Non contact time.	Children aware of disabilities and equality. Chn able to articulate what disability equality issues are.	Lesson observations.
		PSHCE leader	Ongoing	Non contact time.		Lesson observations.
		All teachers	Ongoing	Non contact time	Children aware of disabilities and equality.	Lesson observations
<u>Behaviour and Exclusions:</u>	Review the Positive Behaviour Policy to ensure that action is differentiated where appropriate for disabled pupils.	SBM	Annually	Non contact time.	Appropriate action taken and policy applied to children with disabilities.	Updated Positive Behaviour Policy and ongoing monitoring of policy with regard to disabled pupils.

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<u>Teaching and Learning:</u>	Review short term planning to ensure that action is differentiated where appropriate for disabled pupils. Ensure that appropriate information is passed between teacher/CSAs as appropriate.	SLT	Autumn 2016	Non contact time.	Appropriate action taken and work differentiated for children with disabilities.	Plans annotated and evidenced by appropriate differentiation.
<u>Data Collection, Monitoring and Assessment:</u>	Review results of disabled pupils as a vulnerable group at the year end and half year results.	SBM	Ongoing	Non contact time. Staff meeting. SLT meeting.	Analysis of results; with remedial action identified.	Summary report produced.
<u>Contractors & Procurement</u>	Ensure that all staff (including catering and caretaking) are aware of any disability issues and updated accordingly.	SBM	Ongoing	Non contact time	Appropriate provision made for disabled stakeholders.	Regular checks made.
<u>Health and Safety:</u>	Check evacuation plan to ensure that reference is made to disabled children and adults. Produce Personal Emergency Evacuation Plan (PEEP) for any child who requires support with evacuation.	SBM SBM	Autumn 2016 Autumn 2016 or on entry	Non contact time Non contact time	Updated evacuation plan. Clarity of instruction for evacuation.	Review plan. Fire evacuations completed successfully.

<u>Participation and Engagement</u>	Continually update <i>Governing Body</i> on requirements of DES and any changes.	JT/SBM	Ongoing	<i>Governing Body Meeting.</i>	<i>Governing Body aware of legal requirements.</i>	<i>Minutes of meetings.</i>
	Review Ambassador representation to ensure it reflects disabled pupils where appropriate.	SBM	Autumn 2016	None.	Correct representation on Ambassadors.	Ambassador minutes.
	Ensure any disabled stakeholders can access all communications, e.g. school letters and <i>Governors Minutes</i> etc, where applicable.	JT/SBM	Autumn 2016	None.	Disabled stakeholders better informed.	Spot check with parents, to make sure they are aware of communications.
	Ensure all out of school activities meet the needs of all disabled pupils.	JT	Ongoing	None	All children attend out of school activities.	Check attendees on out of school activities.
<u>Eliminating Harassment and Bullying</u>	Review results of anti bullying week activities (SEAL unit) paying particular attention to disabled children	SBM	Autumn 2016	Non contact time.	Children self analysis completed.	Analysis completed.
	Issue Pupil Voice	SBM	Autumn 2016	Non contact time	Pupil Voice analysis completed	Analysis completed.
<u>Employment</u>	Review recruitment procedures and ensure staff list of disabled staff correct.	JT	Autumn 2016	None	Up to date list held.	Revised induction/ recruitment process.

<p><u>The Governing Body</u></p>	<p>Review with the Governing Body following identification of any disabled stakeholders:</p> <p>Are governing body proceedings accessible? Are there clear links between parents and the governing body? How do you ensure people are aware of how the governing body contributes to the life of the school? How does the governing body consult with parents/carers? Do you encourage disabled parents/carers/community members to become governors?</p>	<p>JT/SBM</p>	<p>Ongoing</p>	<p>Governing Body Meeting</p>	<p>Improved communication between governors and all parents.</p>	<p>School questionnaire.</p>
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