

Hanging Heaton C of E (VC) J and I School Disability Equality Scheme Action Plan 2020/21

Target	Action Needed	Responsible Person (s)	Timescale	Available Resources	Measurable Impact	Arrangements for Monitoring/Evaluation
<u>Consultation</u>	Identify disabled pupils and adults within school and those who use the buildings.	SBM	Ongoing	Non contact time.	A comprehensive list held and up to date.	Review letters and responses.
	Collate views, possibly set up focus groups or issue questionnaires.	SBM	Ongoing	Non contact time	Focus Group meeting held/questionnaires received.	Minutes of meeting/review of questionnaires.
	Review any policies impacted by disability issues and update as appropriate.	SBM	As policies are reviewed	Non contact time	Policies updated.	Review of policies.
<u>Curriculum</u>	Review the PSHCE Long Term Plan to ensure disability issues raised in an appropriate way.	SM	Annually	Non contact time.	Children aware of disabilities and equality.	Lesson observations.
	Ensure positive role models are used in resources.	SM	Ongoing	Non contact time.	Chn able to speak about disability equality issues.	Pupil Voice
<u>Behaviour and Exclusions:</u>	Review the Positive Behaviour Policy and Anti Bullying Policy to ensure that action is differentiated if appropriate for disabled pupils. Ensure separate Behaviour provision is made where appropriate.	SBM	Autumn 2020	Non contact time.	Appropriate action taken and policy applied to children with disabilities.	Updated Positive Behaviour and Anti Bullying Policy and ongoing monitoring of policy with regard to disabled pupils.
<u>Teaching and Learning:</u>	Review short term planning to ensure that action is differentiated if appropriate for disabled pupils.	SLT	Ongoing	Non contact time.	Appropriate action taken and work differentiated for children with disabilities.	Plans annotated and evidenced by appropriate differentiation.
	Ensure that appropriate information is passed between teacher/CSAs as appropriate.	All staff	Ongoing	None		

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<u>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>Medical and Personal Care Needs:</u>	All children with medical needs have a medical plan completed in conjunction with parent. Intimate Care Plan produced for all needing intimate care support.	JP SBM	Ongoing As required and reviewed annually	None Non contact time.	All medical needs documented. All personal care needs documented	Medical needs forms and intimate care plans held for all children who require one.
<u>Contractors & Procurement</u>	Ensure that all staff (including catering and caretaking) are aware of any disability issues and updated accordingly.	JP	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. Check all children who required a PEEP have one which is reviewed annually. Check all children with medicinal needs have a care plan completed in conjunction with parent re administration of medication.	SBM SBM JP	Ongoing September and ongoing Ongoing	Non contact time Non contact time None	Updated evacuation plan. PEEPs in place All medicinal needs documented.	Review plan. PEEPs held for all children who require one Care plans held for all children who require one.

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<u>Participation and Engagement</u>	Update Governing Body on requirements of DES.	JP	Annually	Governing Body Meeting.	Governing Body aware of legal requirements.	Minutes of meetings.
	Review pupil jobs within school to ensure it reflects disabled pupils.	SBM	Autumn	None.	Correct representation on across school.	Review of representation
	Ensure any disabled stakeholders can access all communications, e.g. school letters and Governors Minutes etc, where applicable.	JP	Ongoing	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.	JP	Ongoing	None	All children attend out of school activities.	Check attendees on out of school activities.
<u>Eliminating Harassment and Bullying</u>	Review the Positive Behaviour and Anti Bullying Policy to ensure that reference is made to disabled pupils and adults. Update and reissue to all relevant parties.	SBM	Ongoing	Non contact time.	Appropriate action taken and policy updated to reflect children and adults with disabilities.	Updated policy.
<u>Employment</u>	Review recruitment procedures and ensure staff list of disabled staff correct.	JP	Ongoing.	None	Up to date list held.	Revised induction/ recruitment process.