

Disability Equality Scheme Action Plan
2011 - 2014

Focus 1: Information Gathering								
Targets	Personnel	Resources	Organisation or Process Targets	Success Criteria	Monitoring and Evaluation	Time scale	Status (incl. date reported to Governors)	Comments
Central database in place showing disabled: <ul style="list-style-type: none"> • Employees • Pupils • Parents, carers • Learners on adult and community learning programmes Audit in place identifying school's strength and weaknesses in working with disabled pupils	H.T. Office/H.T. Office	Staff meeting FGB agenda item Time for date entry and collation - Office staff Time for steering gp to devise, undertake audit and process results	* Raise awareness of the definition of disability/DDA with pupils, staff, governors, parents/carers & other school users * Devise mechanism for collection of confidential data on disabled employees and parents/carers * Collate data already available on disabled pupils * Collate audit results, provide feedback and identify priorities for improvement	Central database available and used to inform DEP steering group Collection of data mechanism is successful Data base is comprehensive Strengths and weaknesses are identified and a plan is in place with recommendations	Routine reporting to HT SLT and GB DES steering group annual report to FGB	Spring Term 2012 Summer Term 2012		

Focus 2 Active involvement of disabled students and adults								
Targets	Per-sonnel	Re-sources	Organisation or Process Targets	Success Criteria	Monitoring and Evaluation	Time scale	Status (include date reported to G.B.)	Comments
To consult disabled people in order to: <ul style="list-style-type: none"> • identify priority priorities for development • identify barriers • Review action plans • Participate in the work of a DEP steering group 	S.L.T. DES gov.	Admin time Meeting time Costs assoc. with consulta-tion process	Identify most appropriate means of consulting students, staff, parents and carers Collate information and invite key personnel to form DES steering group Calendar and facilitate steering gp meetings to review current plan and report to G.B.	Steering group formed. Minutes of meetings shared with SLT and reported to G.B. Actions minuted and meetings planned	S.L.T. and DES governor	First half of the Spring term 112 Second half of the Spring Term 12 July 12		

Focus 3: Raising awareness								
Targets	Per-sonnel	Re-sources	Organisation or process targets	Success Criteria	Monitor-ing and Evalua-tion	Time scale	Status (inclu. date report-ed to G.B.)	Comment
To increase awareness in school of disability issues	H.T. DES Gov	Staff meeting time New staff induction time Subject manager time re: curriculum review CPD manager time	*Staff meeting to explain current D.D. issues *Assemblies and RRR include issues on Disability Equality for children *Introduction of DES at FGB and Regular Item on agenda for FGB thereafter * Gov. appointed to DES steering group *Item on newsletter for parents and carers Information for those who have school lettings *Staff development programme includes specific training on disability awareness / duties *Disability equality introduced to training programme for all new staff *Review opportunities in curriculum to raise awareness of disability	*All staff and Governors aware of a range of disabilities and the current accessibility arrangements incl. DDA/DES duties *New staff attend information meetings *CPD manager ensures training is available and used *Children are aware of Disability issues through a variety of media *Parents and carers are aware of policy and definition of disabilities *Opportunities to present positive attitudes towards disabled people are made explicit in all curriculum areas	DEP Governor to report to FGB SLT to report to DEP gov. FGB meeting Nov 2007	Spring term 2012 As need arises Spring term 2012 Ongoing Jan/Feb 2012 Ongoing		

Focus 4 Impact Assessment								
Targets	Per-sonnel	Re-sources	Organisation or process targets	Success Criteria	Monitoring and Evaluation	Time scale	Status (include date reported to G.B.)	Comment
<p>For all policies, procedures and practices to be:</p> <ul style="list-style-type: none"> Audited/reviewed to evaluate impact upon disabled people in our school community Revised where necessary in order to address issues raised Self-assessment routinely includes assessment of disability equality 	<p>Sub-ject man-agers</p> <p>SLT</p> <p>Gover-ning Body</p> <p>Sub groups</p>	<p>Prepara-tion and meeting time to review/ revise policies and procedur es</p>	<p>* New policies and policies due for revision/review are developed in the light of DDA duties</p> <p>* SLT review of SEF includes evaluation of that undertaken</p> <p>* Subject manager files include a section dedicated to Disability Equality and areas within subject area are highlighted to ensure this is being done. Evidence is kept.</p>	<p>* All existing and new policies fulfil duties under DDA</p> <p>* SEF contains explicit evaluation of DD issues</p> <p>* Action plan to address any issues raised</p>	<p>HT</p> <p>DEP</p> <p>governor</p> <p>Governing</p> <p>Body</p>	<p>See</p> <p>policy</p> <p>review</p> <p>schedule</p>		

Focus 5 Access to the curriculum, environment and information								
Targets	Per-sonnel	Re-sources	Organisation or process targets	Success Criteria	Monitor-ing and Evalua-tion	Time Scale	Status (include date reported to gov's)	Comment
<p>To provide support to ensure that the curriculum is accessible to disabled pupils</p> <p>To make reasonable adjustments for disabled parents/carers, enabling them to actively support their child(ren)'s progress in school</p> <p>To provide support to ensure that the environment is accessible to disabled pupils, staff, parents / carers and visitors</p> <p>To provide differentiated information so that all disabled staff, parents/carers and adults in the school community can access it</p>	<p>SEN-Co</p> <p>DES gov</p> <p>Curric. Man-ger</p> <p>S.L.T.</p> <p>County</p>	<p>SENCo time</p> <p>Staff time to 'Rekie' offsite activities</p> <p>Time built in for support staff to plan materials etc</p>	<p>Continue to provide personalised programmes of learning support for disabled pupils eg :</p> <ul style="list-style-type: none"> * 1:1 support in lessons/withdrawal programmes * Specialised learning programmes * Welcome outside agencies * Differentiated VAK resources including written * Support materials for teaching and support staff * Individual pupil case conferences * PEPs when appropriate <p>Continue to develop flexible curriculum provision for disabled pupils</p> <p>Regular review of accessibility plan</p> <p>Ensure information is available in a variety of different forms</p>	<p>Programmes are in place so that all areas of the curriculum are available to disabled pupils</p> <p>All areas within the environment are available to all disabled members of our school community</p> <p>Accessibility plan is reviewed annually and action plan is updated</p> <p>All disabled members of the school's community can access information easily and readily</p>	<p>H.T.</p> <p>DEP gov</p> <p>G.B.</p>	<p>On-going</p> <p>On-going</p> <p>On-going</p> <p>See audit time plan</p>		

The Disability Equality Scheme
Greatham Primary School Action Plan overview

Task	Who?	By When?	Outcome
Review self Audit	S.B. DEF gov and buildings	Spring 12	Outcomes used to inform DES and Accessibility Plan
Inform staff and governors of DDA legislation through INSET briefing/FGB meetings	S.B.	November '12 and Jan '13	All staff and Governors will be aware of DDA legislation and DES in schools
Set up DES working party Use outcomes of self-audit to formulate	DEF gov, S.B. and governors	February 12	Key staff/govs will lead development of scheme. All groups will be represented.
Accessibility plan reviewed	Working party	June 12	Accessibility plan will accurately reflect school's position and aims
Meet with staff, pupil and parent representatives to consult on DES	S.B. working party	Spring term12	Views will be gathered and used to inform DES
Using outcomes from consultations and audit, complete DES	Working party	July 12	Scheme will be in place for September 2008

SB 23/09/12

Abbreviations

CPD	Continual Professional Development
DDA	Disability and Discrimination Act
DES	Disability Equality Scheme
FGB	Full Governing Body
GB	Governing Body
H.T.	Head Teacher
RRR	Rights, Respects and Responsibilities
SLT	Senior Leadership Team (Jean, Pippa and Salma)