

**Surrey Hills C of E Primary School**  
**Disability Equality Action Plan 2011**

<b>Action</b>	<b>2011/12 Target</b>	<b>2012/13 Target</b>	<b>2013/14 Target</b>	<b>Person Responsible</b>
To gather and monitor data on future disabled pupils and their attainment levels	Monitoring pupils if and when applicable			Class Teacher SMT
To undertake a re-canvass of all existing staff inviting any staff who consider that they have become disabled to submit a self-classification form.	Autumn Term	Autumn Term	Autumn Term	Head Teacher
To encourage future appointees (who have not done so at the recruitment stage) to indicate at induction whether they consider themselves disabled	If and when applicable		→	Governing Body
To monitor the reasons for rejection of disabled applicants	If and when applicable		→	Head Teacher
<i>To work to support compliance with the following provisions of the 'Disability Symbol' scheme:</i>				
To interview all applicants with a disability who meet the minimum criteria for a job vacancy and to consider them on their abilities	100% compliance	100% compliance	100% compliance	Head Teacher
To ensure that at least once a year future disabled employees are offered the opportunity of a meeting with their line manager to discuss needs for adjustments and their development	100% compliance	100% compliance	100% compliance	Head Teacher
To make every effort when employees become disabled, to ensure they stay in employment	100% compliance	100% compliance	100% compliance	Governing Body
To ensure that future disabled pupils are supported to achieve through the provision of appropriate support	100% compliance	SEN Policy Review	100% compliance	SEN Governor and Co-ordinator
To ensure that future disabled pupils can access the facilities and support they require	100% compliance	Inclusion Policy Review	100% compliance	SEN Governor and Co-ordinator
To ensure that future disabled pupils know how to be healthy	100% compliance	100% compliance	Review PHSE and related Policies	PHSE Co-ordinator
To ensure that future disabled pupils or staff are not victims of bullying or harassment	Review Anti-Bullying and Behaviour Policies	100% compliance	100% compliance	Head Teacher/Deputy Head/Governors

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To ensure that positive attitudes towards disabled people are promoted	Visit from Lucy Jacques (blind and deaf)	Visit from 'Just Different' (cerebral palsy)	Stop Gap Dance group	Head Teacher
To ensure that future disabled pupils' and staff voices are heard	School Council and Governing Body elections	_____→	_____→	Head Teacher
To ensure that future disabled parents are supported to access information about their child's progress at school	Consultation with disabled parent as to how we can improve this	_____→	_____→	Head Teacher
To ensure that parents of disabled pupils in the future are supported to access information about their child's progress at school	100% compliance	Inclusion Policy review	100% compliance	SEN Co-ordinator Head Teacher
To ensure that the needs of future disabled governors are met and that disabled members of the community are encouraged to participate on school bodies	Review of nomination paper to ensure it is clear that all members of the community are welcome to stand whether able bodied or disabled	100% compliance	100% compliance	Governing Body
To ensure that future disabled pupils can participate in extra curricular activities	If and when applicable	_____→	_____→	Head Teacher
To ensure that future disabled pupils can participate in school trips and visits	If and when applicable	_____→	_____→	Head Teacher Field Trip Co-ordinator

We have a rolling programme of Curriculum Subject Review and each Policy will be modified to reflect our aims under this Scheme.

**This Disability Equality Scheme was formally adopted by Surrey Hills C of E Primary School**

**on .....**

Chair of Governors:.....

Headteacher:.....Date to be reviewed:.....