

Dormers Wells High School – Disability Equality Plan

2020 – 2022

Target	Tasks	Timescale	Resources	Responsibility	Monitoring
<p>1. To continue to raise the attainment and progress of all our key groups with a particular focus on SEN K / EHCP (as evidenced from our data and monitoring of progress)</p>	<ul style="list-style-type: none"> • Staff professional development • Monitoring of SEN K / EHCP progress across all year groups. • Specific interventions to support underachievement of SEN K or other specific cohorts (where applicable) 	<p>Summer 2020 Autumn 2020 Spring 2021</p>	<p>Training days / slots</p>	<p>Leadership Team</p>	<p>Governors</p>
<p>2. Engagement – To ensure that our student and parent engagement from each year group across the school reaches 90%+ (this will include focus evenings and other targeted events to which parents are invited to)</p>	<ul style="list-style-type: none"> • Keep register counts of all school events that parents attend. • Monitor attendance of parents of children with any disabilities and parents with disabilities to ensure that they can access all our events. • Provide specific provision where this is required. 	<p>Summer 2020 Summer 2022</p>	<p>Admin</p>	<p>Leadership Team</p>	<p>Governors</p>
<p>3. All staff are aware via training of the main provisions of the 2010 Equalities Act</p>	<ul style="list-style-type: none"> • Ensure all staff are upskilled in terms of their knowledge of the Equalities Act 2010 – promote Educare package to support training • Ensure Governors are also updated. 	<p>Autumn 2020</p>	<p>Use Educare online courses as part of the training</p>	<p>Leadership Team</p>	<p>Governors</p>
<p>4. Create and retain a workforce that is valued for its diverse contributions and represents different perspectives, ethnic backgrounds, experience and skills.</p>	<ul style="list-style-type: none"> • Regular Staffing review data to be shared with Governors outlining key aspects of the profile of our staff (gender / ethnicity / age / disability). 	<p>January 2021 2022</p>	<p>Governors meeting</p>	<p>Leadership Team</p>	<p>Governors</p>

	<ul style="list-style-type: none"> Maintain strong community and parental links. 				
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<p>5. Access to Curriculum (ICT)</p> <p>Ensure ICT appropriate for students with disabilities</p>	<ul style="list-style-type: none"> Review accessibility of ICT (including whiteboards) using specialist expertise if required. Involve where applicable students in review of hard & software. 	<p>Summer Term 2021</p> <p>Summer 2022</p>	SENCO time	SENCO	Leadership Team
<p>6. Access to Curriculum (Teaching & Learning)</p> <p>Create effective learning environments for all utilising feedback from student groups.</p>	<ul style="list-style-type: none"> Continue to reinforce responsibilities of all teachers as outlined in the Special educational needs and disability code of practice: 0 to 25 years – January 2015. <ul style="list-style-type: none"> Share with staff the “Reasonable Adjustments” Classroom Checklist. Ensure all classrooms and resources are organised in accordance with student need. Staff training to include a focus on teaching HI students. Staff use appropriate sound equipment when speaking to class with HI (including during assemblies) 	<p>Autumn Term 2020 Spring 2021</p> <p>Autumn Term 2020/21/22</p> <p>Autumn Term 2020 Spring 2021</p> <p>Autumn Term 2020 Spring 2021</p> <p>Autumn Term 2020 Spring 2021</p>	<p>Training / T&L policy</p> <p>Photocopying</p> <p>Staff</p>	<p>All staff</p> <p>Leadership</p>	<p>SENCO Via lesson observations and sampling lesson planning</p> <p>Leadership Team and Governors</p> <p>Lesson observations</p>

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<p>7. Access to wider curriculum</p> <p>Increase participation in school activities.</p>	<ul style="list-style-type: none"> ▪ Audit participation in extra-curricular activities and identify any barriers for our students with disabilities. ▪ Ensure school activities are accessible to all students. 	Spring Term 2021	Time	SENCO	Leadership Team
<p>8. Impact Analysis</p> <p>Ensure all policies consider the implications of Disability Access.</p>	<ul style="list-style-type: none"> ▪ Analyse impact of our policies in relation to students with disabilities. ▪ Include student Leadership in reviews. ▪ Consult students and staff on any proposed changes to our policies. 	<p>Autumn Term 2020/21/22</p> <p>January 2021/22</p>	Leadership Team and SENCO time to review policies.	Leadership Team and SENCO	Governors
<p>9. Premises</p> <p>Ensure site access continues to meet diverse needs of students, staff, parents and community users.</p>	<ul style="list-style-type: none"> ▪ Review fire drill / whole school evacuation plans / to ensure they support the safety of our disabled students. ▪ Improve signage (if required) to support disabled students to identify exits clearly. 	<p>Summer 2020 (in view of the new one way system in place)</p> <p>Autumn 2020 Spring 2021 Autumn 2021</p>	£200 (if required) for improved signage	<p>Leadership Team</p> <p>Site Management</p>	Governors
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<p>10. Attitudes</p> <p>To continue to promote positive attitudes to disability & equality</p>	<ul style="list-style-type: none"> ▪ Review & update CPSHE Curriculum where applicable ▪ Review Assembly Programme to ensure disability and equality themes are fully covered. ▪ Invite external speakers from local disability groups to speak at assemblies and visit DWHS. ▪ Regular items for newsletter to include achievements and successes of students with disabilities. ▪ Ensure all school events where parents attend include invite to share if any special access requirements are needed 	<p>Summer 2020 (includes supporting student wellbeing in light of COVID-19) Autumn Term 2020</p> <p>Autumn 2020 Spring 2021 Summer 2021</p> <p>Autumn 2021/ onwards</p>	<p>Time – CL CPSHE</p> <p>£150 for any new resources</p>	<p>CPSHE CL and Leadership LM</p>	<p>Leadership Team and Governors</p>
<p>11. Newsletters and Information</p> <p>Availability of documents in alternative formats.</p>	<ul style="list-style-type: none"> ▪ Large print and audio formats if required for parents. ▪ Monitor requests for documents in alternative formats. ▪ Review accessibility of newsletter and letters for parents. 	<p>Autumn Term 2020 Autumn Term 2021</p>	<p>Photocopying £25</p>	<p>Admin Leadership</p>	<p>Leadership</p>