

Dover Road C P School

Disability Equality Scheme

Dover Road C P School is committed to an inclusive ethos where all children are encouraged and supported to strive to reach their potential in a rich learning environment. Individuality is celebrated and all members of the school community are encouraged to make a valuable contribution to the local and wider community.

This disability equality scheme will be reviewed every three years to ensure its relevance to the school community. During 2010 this scheme will become part of a single equality scheme as advised by KCC.

Possible Disability Equality Issue	Situation at present	Action/Objective	Time Scale	Person(s) involved	Monitoring
Achievement of children	All children receive support to achieve their potential regardless of any disability. Progress is closely monitored and the progress of all vulnerable groups is checked by the Inclusion Manager	Continue to use the assessment data to provide additional support	Reassessed every 3 months	Teachers and TAs who give the relevant information to phase leaders and the Inclusion Manager	Regular pupil progress meetings involving teachers, phase leaders and the Inclusion Manager
Sports	All children are given equal opportunity to participate in sports.	Continue to offer a variety of sports to all children	ongoing	Teachers, TAs, sports coaches and PE coordinator	PE coordinator checks/compiles lists of participants
After School Clubs	Children are given the opportunity to be involved in after school clubs through various criteria	Ensure that there is equality of opportunity (within the funding criteria) for boys and girls	ongoing	Welfare Manager, teachers, TAs and other after school club organisers	The Welfare Manager checks/compiles lists of participants

Possible Disability Equality Issue	Situation at present	Action/Objective	Time Scale	Person(s) involved	Monitoring
Staffing	Recruitment – all posts advertised are open to all suitably qualified applicants. Applications are judged strictly on merit.	Ensure that all applications are judged purely on merit	As and when vacancies arise	Governors, Head Teacher and Leadership Team	Governors, Head Teacher and Leadership Team
	Pay – All employees are paid in line with nationally agreed pay scales.	Ensure that all staff are paid at the correct scale	Ongoing	Head Teacher and Finance Officer	Head Teacher, Finance Officer and Leadership team
	Staff are employed in line with KCC guidelines for safe recruitment and following terms identified in teacher's pay and conditions.	Continue to refer to the guidelines when recruiting	ongoing	Head Teacher and finance officer	Head Teacher, Finance Officer and Leadership team
Use of supply teachers	The school accesses agencies who supply teachers depending on availability. Any preferred choice is based on relationships with children, prior experience of working in the school (evidenced through teaching ability including behaviour management strategies.)	To ensure appropriate supply cover to promote continuity and progression in the children's learning	Ongoing	Deputy headteacher, Leadership Team and teachers Finance Officer (responsible for arranging their placement/booking in partnership with DHT).	Monitoring by Phase Leader & DHT. Feedback from staff when a supply teacher has been employed by the school
Students – University, College and school (work experience)	Placements are encouraged from all students	Assistant Leader to ensure that all students receive appropriate training and support. Assistant Leaders ensures that trainee teachers promote continuity and progression in children's learning	As and when students are in school	Assistant Leader and student mentors ie class teachers whose class they are placed	Mentor meetings with students. Assessment data to monitor progress

Possible Gender Equality Issue	Situation at present	Action/Objective	Time Scale	Person(s) involved	Monitoring
Outside Agencies	Nurses / Educational Psychologists / Specialist Teachers / Social workers / etc – all support staff are welcome in our school	Ensure that all pupils have access to appropriate support	As and when required	Head Teacher, Inclusion Manager and teachers	Regular Inclusion Panel and Network Planning meetings to discuss the appropriate referrals for support
Governors	Positions are open to all. Elections are held in order to appoint governors according to the chosen constitution of the governing body	Ensure the school has an effective governing body which provides challenge and support in order to improve the quality of learning outcomes	As and when vacancies occur	Chair of governors and Head Teacher	Self Evaluation undertaken by the governing body
Policies	Policies are reviewed regularly	Ensure that all policies consider the statutory duties and government guidance relevant to disability equality	Ongoing (especially when new policies are written)	Head Teacher, governors, leadership team, subject coordinators	Governor policy reviews
SDP (School Development Plan)	Identified within the 4 yr rolling programme – 2010/2011 – Review Equality & Discrimination policies	Ensure that when the plan is re-written there is explicit reference to the disability equality objectives in each section – as appropriate	Ongoing	Head teacher, leadership team, teachers and governors	Review of SDP
SEF (Self Evaluation Form)	Identified section within Leadership & Management section – A4:6	Ensure that when the plan is re-written there is explicit reference to the disability equality objectives in each section – as appropriate	Ongoing	Head teacher, leadership team and governors	SIP meetings

Possible Disability Equality Issue	Situation at present	Action/Objective	Time Scale	Person(s) involved	Monitoring
Uniform	Girls have the option to wear trousers. The uniform will be adapted to meet the needs of any disabled child	Ensure awareness of the needs of all pupils	ongoing	Head Teacher and Office Manager	Regular monitoring by governors
Contact with parents	Letters are addressed to both parents/carers when appropriate. Separated parents each receive a letter. Newsletters are sent home with individual children 2 nd parent receives letters via school office All information of this nature is available on the school website	Continue to involve both parents/carers in children's education when as appropriate	Ongoing	Office Manager, Head Teacher and class teachers	Copies of all letters are kept in the school office
Procurement	Services are requested without reference to disability	Ensure all services are requested based on the needs of the school	Ongoing	All staff	Copies of orders Request details