

Freemantles School Disability Equality Action Plan

Action	2007/8 Target	2008/9 Target	2009/10 Target	Person Responsible
To gather and monitor data on disabled pupils and their attainment levels			100%	All teaching staff reporting to SMT
To undertake a re-cavass of all existing staff inviting any staff who consider that they have become disabled to submit a self-classification form			100% Currently in process	SS
To encourage appointees (who have not done so at the recruitment stage) to indicate at induction whether they consider themselves disabled			100% Currently in process	SS
To continue to monitor the reasons for rejection of disabled applicants			100% Have not so far undertaken a formal monitoring process but will do so in future recruitment	LC
<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	SS
To ensure that at least once a year 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	SS
To make every effort when employees become disabled, to ensure they stay in employment	100% compliance	100% compliance	100% compliance	SS
To ensure that disabled pupils are supported to achieve through the provision of appropriate support			100%	All staff
To ensure that disabled pupils can access the facilities and support they require			100%	All staff
To ensure that disabled pupils know how to be			60%	JG

healthy				
To ensure that disabled pupils are not victims of bullying or harassment			100%	SS
To ensure that positive attitudes towards disabled people are promoted			100%	SS
To ensure that disabled pupils' voices are heard			60%	AC
To ensure that disabled pupils have access to appropriate progression routes at 14, 16 and 18			100%	AC
To ensure that disabled parents are supported to access information about their child's progress at school			100%	SS
To ensure that parents of disabled pupils are supported to access information about their child's progress at school			100%	SS
To ensure that the needs of disabled governors are met and that disabled members of the community are encouraged to participate on school bodies			100%	SS
To ensure that disabled pupils can participate in extra curricular activities			10%	SS
To ensure that disabled pupils can participate in school trips and visits			100%	SS

This Disability Equality Scheme was formally adopted by Freemantles School

Signed:

Chair of Governors:.....

Headteacher:.....

Date to be reviewed: September 2012