

CASTLE COMMUNITY COLLEGE – DISABILITY ACTION PLAN 2010-2013

PRIORITY	ACTION	RESPONSIBILITY	TIMESCALE	MONITORING & EVALUATION	RESOURCES
Promote equality of opportunity between disabled people and other people	Working group set up for gathering information and analysing impact of our action plan and policies; includes students with disability needs & parents. Group to provide insights into the barriers faced by students, staff and parents with disability needs; bring expertise in identifying ways to overcome these barriers and improve working relationships between students, staff and parents.	DP	Sept 2009	SMT / GB	Meeting time
	Analysis of data on students with disability needs under the headings of presence, participation and achievement.	DP / HoDs / SMT	Sept 2009 / Jan 2010 / July 2010 and ongoing	SMT / GB	
	Parents / carers consulted to allow development of independence, e.g. on college trips.	Head PD unit / DP			
Eliminate discrimination that is unlawful under the Disability Discrimination Act	Gathering of information about the recruitment, development and retention of employees with disability needs applies to all those working at the college in whatever capacity, working with LA where appropriate. College to make ethos of disclosure clear.	DP/ Bursar	Ongoing	GB	

	Impact assessment of policies and procedures to be undertaken by working group and recommendations made where needed.	DP / working group	annually	SMT / GB	time
Eliminate harassment of disabled people that is related to their disability	Group to raise awareness of difficulties faced by students with a wide range of disability needs; also of wide definition of disability under DDA.	Working group	ongoing	SMT	
Promote positive attitudes towards disabled people	<p>Students work with departments to address issues in PE and PSCHEE (sex education). Students with SpLD / ASD to be approached via 'All Together' Drama Group for their views and recommendations.</p> <p>Focus during Anti-Bullying Week on promoting positive attitudes e.g. the immediate challenge to be provided to pupils using negative disability-related language; a range of actions, including assemblies and class work, to promote mutual respect</p> <p>Working group to start a poster campaign, with positive images of young disabled people participating in sports and of well known disabled athletes;</p> <p>Working with other local schools to plan a programme to enable disabled pupils to develop</p>	<p>HoDs / DP / MA</p> <p>All staff</p> <p>Head of PD unit / DP</p> <p>HoD PE</p>	<p>Jan 2010 & ongoing</p> <p>Nov 2009</p> <p>Jan 2010</p> <p>July 20120</p>	<p>SMT</p> <p>SMT</p> <p>SMT</p> <p>SMT</p>	<p>Resources /display time</p>

	sporting skills to a more advanced level.				
Encourage participation by disabled people in public life .	<p>Roll-out to other cluster schools findings of group in relation to PE and sex education as outlined above.</p> <p>Setting up an e-community amongst local cluster schools to raise awareness, gather good practice and provide training opportunities in specific areas.</p>	<p>HoDs/ DP</p> <p>Head of PD unit</p>	<p>July 2010</p> <p>Jan 2010</p>	SMT / GB	
Take steps to meet disabled people's needs, even if this requires more favourable treatment	<p>Compilation of ASD-relevant materials and training in use of these to raise awareness of difficulties faced by students on autistic spectrum and how to address these.</p> <p>Individual reports compiled where necessary using staff information to more accurately reflect the achievements of students with disability needs.</p>	<p>SENCO</p> <p>SENCO</p>	<p>Jan 2010</p> <p>Jan 2010</p>	<p>SMT</p> <p>SMT</p>	