



St Teresa's Catholic Academy Disability Equality Plan

Introduction

This plan sets out how St Teresa's will work to promote disability equality. A person is disabled if he or she has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

This plan addresses our specific duties under the Disability Discrimination Act 2005. It forms part of our general Equality Scheme and also relates to our Accessibility Plan.

This scheme was written by the Headteacher. The needs of our disabled pupils have been considered as a result of input from:

- Inclusion Co-ordinator
- Inclusion Team
- Parents
- Other professionals who support our disabled pupils eg. Physiotherapist, Occupational Therapist, Educational Psychologist

Disability equality is promoted through:

- Inclusion Team Meetings
- Transition Meetings
- Multi-disciplinary Meetings
- Stories and Books
- RE
- PSHE and Citizenship
- PE
- Circle Time
- Behaviour Policy and SAINTS Beatitudes
- Induction Process
- Staff development and Staff Meetings

Disability Monitoring

The Governors' Teaching and Learning Committee is responsible for:

- Reviewing and monitoring reported incidents involving pupils with disabilities
- Reviewing and up-dating the Disability Equality Plan
- Ensuring areas for development are addressed through the Equality Action Plan

The Governors' HR Committee is responsible for:

- Reviewing any allegations of unfair treatment towards staff or other adults with disabilities, in the school community

Data to be monitored includes:

- Central Staff Record
- Incident Reports
- School Tracking

Record Keeping

A central record of pupils with disabilities is maintained

All incidents of bullying are recorded and monitored (by Curriculum Committee)

Meetings with parents are recorded and reviewed to ensure pupils' needs are met as fully as possible

Associated Policies

- Accessibility Plan
- Admissions Policy
- Anti-bullying Policy
- Behaviour Policy
- Employment Policy
- Inclusion Policy
- Physical Activity Policy

Review

- The disability monitoring information is reviewed annually and the action plan is up-dated as necessary. This plan and the associated policies are reviewed every three years