

Our Lady of Mercy Catholic Education Trust



St Anthony's Girls' Catholic Academy

Policy type:	School
Policy:	Progress on promoting Equality of Opportunity
Ratified by MAT Directors:	December 2019
Head Teacher signature:	<i>M. Shepherd.</i>
Chair of Directors signature:	<i>Shepherd.</i>
Review Date:	December 2020
Ownership:	M. Lanaghan (Deputy Head)

Information gathered during the year

Information was collected concerning disability by annual staff self declaration as well as during the recruitment and selection process. Parents also made self declarations. Student disability was collated during the admissions procedures.

How the information was used

Once evidence had been collected the evaluative data produced enabled actions to be taken. Anecdotal evidence was also incorporated as well as informal feedback.

Action Points completed during the year (Refer to Disability Equality Action Plan)

- Phase 2 building completed to improve the physical environment and improve accessibility.
- Priority Schools Building Project. Building work due to start in 2014-2016.
- All staff have lap tops and staff with visual impairments have large monitors
- All bullying/racist incidents logged/actions taken on findings

Action points on going (Refer to Disability Equality Action Plan)

- To increase the extent to which disabled pupils can participate in the academy's curriculum
- To improve the delivery to disabled pupils of information which is already provided in writing to pupils who are not disabled
- To ensure classrooms have interactive systems
- To promote differentiation within classrooms so learning needs are addressed.
- To make resources free from discrimination and stereotyping and make written information accessible in a range of different ways
- To further promote positive attitudes towards disabled people.

Actions taken by the Academy which have affected opportunities and outcomes for disabled staff/pupils

- *A member of staff with a mobility issue and post-operative issue was given adjustments re timetable on the ground floor and working within one building.*
- *A member of staff with pregnancy complications was given timetable adjustments and one teaching area.*
- *A member of staff with mobility issues was given a change to car parking arrangements*
- *Members of staff with visual impairments were given ICT equipment to support*
- *A member of staff with Long term health issues was given timetable adjustments*
- *A member of staff with auditory impairment was given timetable adjustments*
- Staff training-this has been made available for staff to meet the needs of those students with SEN, specifically courses with the HNCP EAL and language issues. Dictionaries are provided for all students with EAL needs. Sixth Form and staff from the MFL dept. are working with students to develop their English skills

Students

- Girls on crutches (temporary disability) supported in Pupil Support Unit and work taken to them or they were escorted to classrooms by the teaching assistants
- Lift access in new building (phase 2)
- Support from teaching assistants in particular with autistic pupil and those with very low ability (re educational and health and safety aspects)
- Support in exams-support is given in line with exam board regulations
- Support in coursework-students are provided with additional support from teachers and teaching assistants during the lunchtime and after school
- Reading club- support is provided for students who are reading below their reading age through “accelerated learning.”
- Fun club- Support is provided on lunchtimes by the teaching assistants for those with social and emotional needs
- Links have been made with Specialist schools eg Barbara Priestman for extra support as needed
- EAL support- students with EAL needs are provided with additional support in the Pupil Support Unit to help them to be able to access the curriculum as quickly as possible
- Adjusted timetables- reduced /adjusted timetables are available for students who are struggling academically/emotionally and additional support is provided in these lessons
- Curriculum-availability of some vocational courses for those with SEN eg hairdressing course
- Lunchtime handwriting programme- a hand writing program has been developed for students who need to improve their handwriting. Resources are provided for this.
- Lunchtime computer club- this supports students with social and emotional needs using such things as Nintendo Wii.