



Batchwood School

Inequality Action Plan

Signed – Chair of Governors

Print Name: Dawn Laverick-Brown

Date: February 2021

Review: February 2024

Single Equality Action Plan 2021 - 2023. READ IN CONJUNCTION WITH SINGLE EQUALITY PLAN

The Single Equality Scheme is a three-year strategy (which will be updated annually) involving a policy and procedure to assess the impact of our Scheme, and this Action Plan. The Scheme shows how our school will promote equality and remove discrimination in all areas of school life.

1. REVIEW FOCUS FOR 2021-2023			Feb 2023 Review
Activity	Timescale	Led by	
<p>a) Inclusion has been identified as area Batchwood wants to review and develop because of its potential for negative or positive impacts in terms of inequalities and barriers. A working group will set up a project to identify opportunities to tackle discrimination and promote equality. It is expected to invite observations, questions and suggestions and consider these, as well as obtaining and analysing relevant quantitative data. It will report to governors, identifying any actions it recommends.</p>	Jan 2021	JK working party	Ongoing
<p>b) Review participation in extra-curricular activity looking for opt-in / opt-out patterns and any links between participation and attainment, participation and behaviour record, and participation and diversity.</p>	Nov 2022	RW working party	Ongoing

2. ACTIONS IN PROGRESS				Dec 2020 Review
Action		Timescale	Led by	
a)	Subject Leaders to review SOW in order to ensure they promote equality by encouraging and supporting students to challenge prejudice, stereotyping and intolerance on the grounds of disability, gender, race age, religion or belief or sexual orientation or other form of diversity.	Sep 2020	JK	
b)	Create an interface to collect and record any equality issues, suggestions or wishes that students, staff and users of our facilities would like us to consider.	Sep 2020	JK	
c)	Develop a focus group which involves parents and students from all diversity strands in order to seek feedback on all promotional material (e.g. new prospectus)	July 2020	JK	
d)	Ensure the task of ensuring that recruitment and employment practices align with our Equality Policy is written into relevant job descriptions.	Dec 2020	JK	Reviewed in safer recruitment audit November 2020
e)	Report work done in school through Teaching and Learning to support community cohesion, support positive attitudes to racial equality, and develop staff and governor cultural awareness around religious beliefs and practice.	Dec 2020	JK	
f)	Review safeguarding strategies within the school's peer assessment procedure.	Sep 2020	JY	
g)	Review alternative 'Parent-Teacher Consultation' option for vulnerable group students.	Sep 2020	JK	
h)	Meet our disability equality duties as follows: <ul style="list-style-type: none"> Improve accessibility of the physical environment: 	Ongoing	JK	

<ul style="list-style-type: none"> • Maintain plan to develop the site for wheelchair users and people with mobility difficulties • Develop the site for the visually impaired, in line with site inspection feedback and guidance by the LA's adviser 			
<ul style="list-style-type: none"> • Improve access to the curriculum: • Review the access and ICT strategy for students who can't handwrite exam papers. 	Ongoing	RW	
<ul style="list-style-type: none"> • Review teachers' briefing/training material on disabilities that impact access to the curriculum. 	Feb 2021	JM	
<ul style="list-style-type: none"> • Improve the delivery of written material to disabled students • Review current practice with focus group at disability coffee mornings 	Nov 2020	RW	
<p>i) Complete equality impact assessment of our policies, practices and programmes to identify review focus areas for 2020-2021</p>	June 2020	JK	

GDPR stipulates that Inequality policies personal/ sensitive data. Our school provides Data Subjects (individuals to whom "personal data" relate) with a right to data held about themselves, including those obtained by means of this report. Requests for Data Subject Access should be made to our data protection officer Katie Harris (gdprkharris@gmail.com) or the Head Teacher Mr Kemp (head@batchwood.herts.sch.uk)