

Action Plan

Protected Characteristic	Issue Identified	Action to be taken	Responsible Person	Time Frame
Gender reassignment	Pupils with siblings / parents who fall into this category may face prejudice	Ensure support staff/family communication staff have sufficient training Ensure PSED lesson planning and resources show a diverse range of families	HT	Summer Term 2022 <ul style="list-style-type: none"> • Family support in place • Liaison with secondary school • To budget for and source books & resources. SPCMAT to provide a selection of texts to borrow January 2022.
Age	Whole school planning/vision/ would benefit from a wider range of ideas/ experience	Invite members of the community of differing ages to attend school forum meetings	HT	Summer Term 2022 <ul style="list-style-type: none"> • Grandparents' day Summer Term • Links to GRU5s <p>Ongoing- lockdown prohibits visitors but children sending cards & messages to residential homes</p>
Religion or Belief	Some younger pupils potentially offensive by stereotyping/inaccuracies (from information gathered from the news/media)	Bespoke PSED sessions- Support for child where necessary- allow time for discussion and reflection Teach facts- ensure curriculum is sufficient to meet the needs of this group	teachers	Spring Term 2022 <ul style="list-style-type: none"> • Resources used to celebrate similarities and differences • Use resources so children can see the diversity of British children in similar primary schools with similar interests etc

<p>Sex Sexual Orientation Gender Reassignment</p>	<p>Implement New PSHE curriculum</p> <p>Consult with children and parents on RSE curriculum</p> <p>We need a PSHE/ RSE curriculum from Foundation at a level which is appropriate for children' age and physical development</p>	<p>Staff training on new statutory guidance</p> <p>Send consultation to parents</p> <p>Children's questionnaire completed via Google or as a group in class (KS1)</p> <p>Presentation to parents</p> <p>Research modern, appropriate curriculum and resources to use (and including school drivers i.e. more diversity)</p> <p>Plan progression of skills in PSHE</p> <p>Long term planning created based on new curriculum</p>	<p>All staff</p>	<p>September 2022</p> <ul style="list-style-type: none"> • Presentation to parents through the ppt but would be more effective to invite parents in to school – will plan for this as soon as COVID restrictions end • Progression of skills completed • Clear planning from FS to Y6
<p>All protected characteristics</p>	<p>School needs to plan to be preventative rather than reactive.</p> <p>Ensure we are 'educating for dignity and respect' and that diversity is embedded throughout the school and through</p>	<p>Staff training on Diversity. Training included in staff induction pack.</p> <p>Equality & diversity</p>	<p>HT</p> <p>HT</p>	<ul style="list-style-type: none"> • Equality and Diversity Training on Educare • All recruitment/ interview panels to have equality and

	<p>teaching in every subject</p>	<p>question/s included in all recruitment procedures</p> <p>PSHE updates and articles shared regularly with staff</p> <p>Research and purchase new resources & books to reflect diversity (weed out old out of date, misleading books). Including picture books suitable for EYFS</p> <p>Termly 'pick and mix' packs ordered from ELS</p> <p>Curriculum/ pedagogical training to include teaching diversity in FS, KS1 and KS2</p> <p>Build a bank of resources to build diversity into the curriculum</p>	<p>All</p> <p>JT/ EB</p> <p>Teachers</p> <p>HT</p> <p>All staff</p>	<p>diversity training</p> <ul style="list-style-type: none"> • Subscription to PSHE • Approach community trust / PTA to provide funding for books on diversity • Staff audit and revamp of school library books • Termly order of pink boxes containing 'different 'topics' linked to protected characteristics. • School subscription to HA, GA, RE Today etc. helps with CPD-articles shared and training accessed. Diversity in History training can be adapted to other curriculum subjects and the same principle applied. • Collect and share resources through Google drive
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