



# Hawthorn Community Primary School

## EQUALITIES OBJECTIVES

### Action Plan: December 2021

Objective	Which protected group(s) will this most affect/influence	How will we know we have achieved the objective?	Lead	Actions	Review Date
To widen curriculum experiences inside and outside of school to promote a positive image of a range of protected characteristics	All	Curriculum coverage and offer reflects the protected characteristics	PSHE / RE Leads	Conduct an audit of the curriculum content in each year group for RE and PSHE and use this to create an action plan for next steps.	September 2022
To review site provision & building to ensure it is disability friendly	Disability	Accessibility Plan is updated and used to meet needs of disabled pupils, parents and other stakeholders.	HT/DHT/SS	Update Accessibility Plan and policy to reflect building changes. To secure disabled parking access for school site.	September 2022
To ensure collective worship represents life in 'Modern Britain'	Religion and Belief Sexuality	Policy updated and plan implemented. Children have increased awareness of different religions and beliefs.	HT / DHT	To review Collective Worship Policy and planned themes and coverage in line with PSHE curriculum. To ensure that assemblies represent all families and tackle homophobia To introduce more stories from different religions To ensure the religious festivals followed by children are reflected at Hawthorn To provide more opportunities for world-wide topics which include philosophical thinking.	September 2022



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To increase staff and pupil awareness and understanding of gender identity and sexual orientation and awareness of issues affecting the LGBTQ+ community	Sexuality / Gender Assignment	Staff are trained to identify and tackle bullying which is homophobic in nature or relates to gender identity. The curriculum is inclusive of all sexualities and genders. Children are tolerant and understanding towards issues of gender identity or sexual orientation.	PSHE Lead/ FSW	Family Support Worker to attend LGBTQ+ Conference 'I'm Still Me' (Nov 21) Member of staff to attend full LGBTQ+ Conference (May 22) To attend Stonewall training as required	September 2022
To develop understanding of where staff are not representative of the wider community and increase knowledge through training	All	Staff and the school community are welcoming to people from a diverse range of backgrounds. Staff understanding is increased.	School Business Manager	Audit completed. Training identified following analysis of audit. Staff are provided with time to undertake training.	November 2022