



Hawthorn Community Primary School

EQUALITIES OBJECTIVES

Action Plan: April 2026

| 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 | April 2027 |
| To review site provision & building changes to ensure it is disability friendly | Disability | Accessibility Plan is updated and used to meet needs of disabled pupils, parents and other stakeholders | Inclusion Lead | Update Accessibility Plan and policy to reflect building changes | September 2026 |
| To ensure collective worship represents life in 'Modern Britain' | Religion and Belief Sexuality | <ul style="list-style-type: none"> Policy updated and plan implemented. Children have increased awareness of different religions and beliefs. | HT / DHT / RE Lead | <ul style="list-style-type: none"> Review Collective worship policy and planned coverage Introduce more stories from different religions Ensure different religious festivals followed by children are reflected in school. Provide more opportunities for wide world topics which include philosophical thinking Assemblies represent all families and tackle homophobia | April 2027 |



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| To increase staff and pupil awareness and understanding of gender identity and sexual orientation along with awareness of issues affecting the LGBTQ+ community | Sexuality / Gender Assignment | <ul style="list-style-type: none">• 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 | PSHE Lead | Member of staff to attend Stonewall training | April 2027 |
| To develop understanding to ensure staff are representative of the wider community and increase knowledge through training | All | <ul style="list-style-type: none">• Staff and the school community are welcoming to people from a diverse range of backgrounds.• Staff understanding is increased | HT / School Business Manager | <ul style="list-style-type: none">• Audit to be completed• Training identified following analysis of audit.• Staff are provided with time to undertake training. | April 2027 |