



# Halwin School

## Equality Action Plan 2021-2024

Protected Characteristic	Issue Identified	Action to be taken	Responsible Person	Date/Review
Age	Promotion of images within the school and work	Ensure staff include positive images within teaching and within the school environment including assemblies	EB	May 22: Images increased in school display; used in assembly and subject characteristics; included in VILP
Disability	Promotion of images within the school and work	Ensure staff include positive images within teaching and within the school environment including assemblies	EB	May 22: Images increased in school display; used in assembly and subject characteristics; included in VILP
Gender reassignment	Be prepared in case there are pupils or staff requiring protection	Identify links and contacts for support for school	RL	Oct 21: Not required
Marriage and civil partnership	Ensure the promotion of positive long term and secure relationships	Ensure RSHE curriculum is clear and teachers emphasise during lessons	EB	Oct 21: 3Dimensions PSHE curriculum covers relationships
Pregnancy and maternity	Ensure pregnant staff and those on maternity leave are treated according to need and subject to duties	New SPCMAT policies for maternity and paternity leave	RL	May 22: in place



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Ra	Promotion of images within the school and work	Ensure staff include positive images within teaching and within the school environment including assemblies	RL	May 22: Images increased in school display; used in assembly and subject characteristics; included in VILP
	Non ethnically diverse community	Include within the teaching eg in the choice of reading books, positive ethnically diverse characters; include additional opportunities to consider ethnically more diverse communities eg through the study of other UK and World communities in geography Opportunities are taken for whole school focus eg Black History Month Include links within the curriculum where they can be found;	EB	May 22: actions being taken by classteachers eg Joseph Emedy in history - more evidence required
Religion or belief	Non religiously diverse community	Ensure within teaching and learning that comparison is undertaken for understanding and respect is promoted for religious tolerance	CW	May 22: clear within RE curriculum and promoted in assemblies
Sex	Promotion of images within the school and work	Ensure staff include positive images within teaching and within the school environment including assemblies Include links within the curriculum where they can be found; eg women in STEM subjects; impact of women in history	EB	May 22: Images increased in school display; used in assembly and subject characteristics; included in VILP
Sexual orientation	Consultation request to cover more	Review 3 Dimensions materials for fit for pupils and adapt if required	EB	May 22: not yet explored



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