

THE HAVELOCK SCHOOLS

EQUALITIES OBJECTIVES ACTION PLAN March 2019

Objective	Which protected group(s) will this most affect/influence	How will we know we have achieved the objective?	Lead	Actions	Review Date
To build into the curriculum time to learn about a variety of ways of life from children of different racial origin (class specific)	Race	Question to be included on parent survey: <i>'Does the school ensure that children learn about the diversity of today's society'</i>	EHT	EHT to include on stakeholder survey Responses analysed and taken to SM if of concern	July 2019
To ensure races, religions and beliefs are celebrated of those represented within and beyond schools	Race/ Religion and Belief	RE curriculum and assemblies across both schools provide a wide menu of different cultures, religions and beliefs including visitors and multi faith celebrations. Time will be built in to specific classes/year groups for children from different backgrounds will be able to share about their customs and traditions.	RE Coordinator Worship Coordinator Year leads Class Teachers	The RE curriculum will be reviewed to ensure it reflects the cultural and religious background of the school. Class teachers/Year groups will build in time to all customs and traditions to be explored related to specific children in their classes/year groups	January 2017
To ensure that the language we use across all school groups avoids stereotypical connotations	Sexual orientation/Sex and discrimination	Reduction of hate crime incidents reported particularly in the use of homophobic language	SLT/P&AO	Training at SM on awareness of language used and its impact on stereotypes	January 2020
To ensure that all staff (both male or female) understand their options when applying for maternity/paternity and the opportunities to share this time	Pregnancy & Maternity/Paternity	Male and female staff will be supported through the process of applying for leave for maternity/paternity	EHT	When staff share about their circumstances signpost them to the appropriate guidance for applying for maternity/paternity leave and their rights.	On going
To enhance PE display in order to show positive images of disability	Disability	Review to include discussion with children about disabilities	PE Coordinator	Enhance current PE display in hall by adding images	June 2019
To give children experience of playing sport with impairment eg blind football, seated archery	Disability	Children will have the skills to play a variety of sports in an adapted way	PE Coordinator	Build opportunities of adapted sports into the curriculum, using Vicky Gallagher for support.	June 2020
To actively encourage Governor applications from local people with protected characteristics	All	Governing Body to include Governors from protected groups	Head Teacher	Network within the community to find suitable candidates	On going