

Objective	Actions and who will be involved?	Person responsible	Timings
To continue to promote understanding and respect for diversity and equality	<ul style="list-style-type: none"> <li>• Raise awareness of aims and objectives of policy by sharing with staff and the wider community</li> <li>• Provide further staff training in all aspects of equality &amp; diversity to support staff understanding and awareness</li> <li>• Introduce all aspects of statutory RSE into the PSHE curriculum and continue to build a shared understanding of this work with parents/carers so they can support this at home</li> </ul>	<p>Executive Headteacher</p> <p>Executive Headteacher /SLT</p> <p>PSHE lead</p>	<p>May 2021</p> <p>Ongoing</p> <p>April 2021</p>
Ensure that the school promotes role models and heroes that young people positively identify with, who reflect and broaden the school's diversity in terms of race, gender and disability	<ul style="list-style-type: none"> <li>• Ensure any selection panels are aware of, and take account, of the school's aims regarding equality and diversity</li> <li>• Consider opportunities to promote diversity through all aspects of the curriculum, e.g. resourcing, study of historical figures etc</li> <li>• Promote engagement of visiting speakers to school to broaden children's perceptions of equality and diversity</li> <li>• Ensure the school calendar and displays reflects opportunities to reflect and remember the importance of diversity, e.g. Black History Month, LGBT History Month, International Women's Day etc</li> </ul>	<p>Chair of interview panel</p> <p>Curriculum subject leaders</p> <p>Heads of Schools</p> <p>All staff</p>	<p>On going</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>
Ensure tolerance and respect towards individuals who identify with any of the protected characteristics	<ul style="list-style-type: none"> <li>• Ensure regular analysis of any negative behaviour incidents to identify any patterns related to protected characteristics, e.g. racism, and ensure any necessary action is taken to mitigate this, e.g. further education, involvement of parents/carers etc</li> <li>• Utilise collective worship (assembly) opportunities to promote equality and diversity and to tackle issues of discrimination or oppression for any protected groups</li> <li>• Respond to world news/current affairs issues (related to any individuals/protected characteristics) through collective worship (Picture News) or PSHE sessions</li> <li>• Continue to promote the school's position regarding equality through communication channels with parents/carers so that there is a shared appreciation of diversity and/or British Values</li> </ul>	<p>Heads of School monitored by Governors</p> <p>Head of School and RE subject leaders</p> <p>British values and PSHE subject leaders</p> <p>Executive Headteacher</p>	<p>Half –termly – report to governors termly</p> <p>Weekly</p> <p>Weekly</p> <p>Ongoing</p>