



Halling Primary School

Equality Objectives Statement Action Plan

Identified Concern:	Few resources that represent a range of groups, including those with physical disabilities.
Objective:	To include resources within the school that celebrate and represent positive images of all groups, including those within the protected characteristics.
Aim:	To ensure all pupils and staff have positive representation that they can identify with, as well as allowing children to learn about different characteristics.
Action:	To achieve this objective, Halling Primary School will: <ul style="list-style-type: none"> • Audit resources currently in school • Complete pupil, staff and parent/carer questionnaire • Audit current practice within school • Identify areas within the protected characteristics with limited or no resources • Order appropriate resources
Responsibility:	AHT/SENDCo/Subject Leaders to carry out audit and place orders.
Timescales:	<ul style="list-style-type: none"> • Audit to be carried out in Term 1 and 2 – 2023/24 • Surveys to be carried out in Term 2 – 2023/24 • Resources to be in place for Term 2 and 3 – 2023/24 • Surveys to be completed again to monitor impact in Term 5 – 2023/24
Success Criteria:	Staff and pupil questionnaires will indicate greater inclusion for all groups.

Identified Concern:	Protected characteristics not being taught successfully across the full curriculum.
Objective:	To ensure the curriculum within the school celebrates and represents all groups, including those within the protected characteristics.
Aim:	To ensure all pupils and staff have positive representation that they are able to identify with and expose them to a range of cultures and ethnicities.
Action:	To achieve this objective, the school will: <ul style="list-style-type: none"> • CPD with staff around planning for the protected characteristics in a meaningful way • Create a directory of parents/carers and members of the community who can be invited in during assemblies/lessons around different world events, cultures and religions • Leaders to monitor how the protected characteristics are being taught in the curriculum
Responsibility:	AHT/SENDCo/Subject Leaders will be responsible for developing this objective and implementing the appropriate actions.
Timescales:	Ongoing – 2023/24
Success Criteria:	Children will feel represented within the curriculum.

Identified Concern:	Staff training and knowledge.
Objective:	To ensure all staff are aware of EDI policies and of the protected characteristics.
Aim:	All staff will have a knowledge of the school's EDI policies and practices. All staff will know the protected characteristics and will challenge any inappropriate representation of these. All staff will complete training around EDI, the protected characteristics and unconscious bias.
Action:	To achieve this objective, the school will: <ul style="list-style-type: none"> • Organise CPD for whole staff • Promote a culture of inclusivity and understanding by encouraging open communication • Be aware of the Trust's vision and how Haring feeds into improving EDI
Responsibility:	AHT/SENDCo will be responsible for developing this objective and implementing the appropriate actions.
Timescales:	Ongoing – 2023/24
Success Criteria:	All staff will have a knowledge of the protected characteristics and policies, and be able to implement these policies.