

William Law CE Primary
Equalities Objectives and Action Plan

Date of Publication: January 2019 (Updated every 4 Years)

Objective	Which protected Group does it involve?	Actions with timescale	Led by	How we will know we have achieved it?	Rating (Red/Amber/Green)
To ensure that Sex and Relationship education and PSHE is updated in line with the September 2019 guideline.	Sex Marriage and Civil Partnership Gender Reassignment Sexual Orientation	<ul style="list-style-type: none"> • Devise a PSHE curriculum for the school, which is relevant to William Law and the 21st century- Mar 19; • Share curriculum with a working party of staff, governors and parents for consultation- May 19; • Meet with SLT for final approval- Jun 19; • Training for staff on PSHE curriculum- Sept 19 	<ul style="list-style-type: none"> • Darren Smith, Rachel Collins and Katie Byrne 	<ul style="list-style-type: none"> • Curriculum ready for implementation in Sept 2019. 	<div style="background-color: red; height: 20px; width: 100%;"></div> <div style="background-color: yellow; height: 20px; width: 100%;"></div>
To ensure that the PSHE curriculum is relevant and tackles discrimination;	Sex Disability Marriage and Civil Partnership Gender Reassignment Sexual Orientation	<ul style="list-style-type: none"> • Devise a PSHE curriculum for the school, which is relevant to William Law and the 21st century- Mar 19; • Share curriculum with a working party of staff, governors and 	<ul style="list-style-type: none"> • Darren Smith, Rachel Collins and Katie Byrne 	<ul style="list-style-type: none"> • Curriculum ready for implementation in Sept 2019. 	<div style="background-color: red; height: 20px; width: 100%;"></div> <div style="background-color: yellow; height: 20px; width: 100%;"></div>

		<p>parents for consultation- May 19;</p> <ul style="list-style-type: none"> • Meet with SLT for final approval- Jun 19; • Training for staff on PSHE curriculum- Sept 19 			
To ensure that as a school homophobic and transphobic bullying is being addressed.	Gender Reassignment Sexual Orientation	<ul style="list-style-type: none"> • DS to do a PSHE lesson with class, who has a gender questioning pupil in, about difference and an age appropriate take on trans people; • Assembly to yr 3 and 4 about difference and touching on trans pronouns; • Assembly to Yr 5 and 6 pupils in relation to trans people and appropriate language; 	<ul style="list-style-type: none"> • Darren Smith 	<ul style="list-style-type: none"> • Incidents of trans children, reported to SLT, are dealt with effectively; • Trans pupils reports that incidents have reduced. 	
To ensure equal access of opportunity for staff regardless of their protective characteristic.	Sex Marriage and Civil Partnership Gender Reassignment Sexual Orientation	<ul style="list-style-type: none"> • DS to update Whole School Equality Policy to include a list of things that are done for all staff when celebrating life events e.g. marriage, births, family etc- Dec 18; 	<ul style="list-style-type: none"> • Darren Smith 	<ul style="list-style-type: none"> • Incidents of transphobic, biphobic and homophobic bullying reduce; • Incidents involving homophobic, biphobic or transphobic bullying are dealt with effectively. 	

<p>To ensure staff and governors have adequate training to address issues of homophobic, biphobic and transphobic bullying</p>	<p>Gender Reassignment Sexual Orientation</p>	<ul style="list-style-type: none"> • Diocese to deliver training on, 'Valuing All God's Children' for teachers and governors- Nov 18; • DS to complete training with TAs on 'Valuing All God's Children' - Dec 18; • CC to deliver 'Valuing All God's Children.' Training with midday supervisors; • Training on supporting transgendered pupils in school; • Equality and Diversity training for staff and governors- Sept 19 	<ul style="list-style-type: none"> • Liz Younman (Assistant Director Diocese); • Darren Smith • Chloe Coles- Mar 19 • Gendered Intelligence- Jan 19 • Darren Smith- Sept 19 	<ul style="list-style-type: none"> • All training completed by Sept 19 	
<p>To provide support for pupils who are questioning their gender identify.</p>	<p>Gender Reassignment</p>	<ul style="list-style-type: none"> • 1:1 mentoring provided by Gendered Intelligence; • Support the family of the child; • Gendered intelligence to do a year 4 specific assembly on transgender people with workshops afterwards. 	<ul style="list-style-type: none"> • Darren Smith 	<ul style="list-style-type: none"> • Child is happier in school 	

