**Diversity and Equality Improvement Plan 2019-2021**

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| **Objectives**  **(Specific)** | **Success Criteria**  **(Measurable and Achievable)** | **Resources** | **Timescale/**  **Review date** | **Evaluation** |
| To raise awareness of sexual orientation and promote positive attitudes towards alternative lifestyles and challenge gender stereotypes. | The school will undertake work to develop a full understanding of the word ‘gay’ and how this is related to same sex couples. This will be implemented in Summer Term 2 using These books show different family make ups. This will include same sex couples. The books will be introduced into our normal range of books and will be looked at as part of circle time and other shared reading opportunities. The books are very sensitive and do not mention the terms gay or lesbian but instead gently introduces the concepts that all families are different. | Age appropriate books recommended by ‘No outsiders in our School’.  Purchased using PTFA funding | 17.7.19  This objective will be evaluated at the end of the summer term and areas for development will feed into the SIP 2019-2020. |  |
| To develop a rolling programme of children’s toilet refurbishment to ensure that they are gender neutral by the end of 2019-21.  (Y5/Y6 scheduled for summer holiday). | Children begin using gender neutral toilet in Reception. By the end of the programme this will be accepted practice across the school | Refurbishment to be undertaken using funding frim Devolved Formula Capital funding. | 1.9.19 -Y5/6  1.9.20 –Y1/2  1.9.21 –Y3/4 |  |
| Review school uniform to consider if this reinforces gender stereotypes and make any required amendments. | Information about uniform in the school prospectus and on the website is amended to avoid gender stereotypes. | HT time and website manager time | 1.9.19 | . |
| Ensure equal opportunities to extra-curricular activities by carrying out an audit of letters sent home. | All communication sent home about extra-curricular activities is deemed to demonstrate good practice | HT and Office Manager time. Training for all staff members | 25.10.19 |  |
| Review the school website to ensure that images do not reinforce gender stereotyping. | Information on the website is amended to avoid gender stereotypes. | HT time and website manager time | 25.10.19 |  |
| Provide natural exposure of E&D through posters, displays and activities, supported by resources (e.g. jigsaws and ‘small world’ resources in Early Years) |  |  | 25.10.19 |  |
| Review staff training to increase awareness and facilitate a consistent approach |  |  | Ongoing |  |
| Member of the Safeguarding Team to attend training/ complete an E&D audit e.g., Stonewall. Complete an action plan as a result and monitor its effectiveness |  |  | Tbc |  |