Hackbridge Primary School

Diversity Action Plan

PROBLEM / INCIDENT	OBJECTIVE	ACTION STEPS	MILESTONES	NOTES
School does not specifically discourage staff from using: • Language that enforces male stereotypes like "man up", "we need a strong man to open this" or "don't cry like a girl" • Language the enforces female stereotypes like "darling" or "sweetie"	Reduce the use of language that enforces males and female stereotypes within school	By the end of term we will: • Have organised refresher training on avoiding language that reinforces gender stereotypes • Update staff code of conduct following training	Results in 6 months: • All staff (teaching and non-teaching staff) will have received training on avoiding language that reinforces gender stereotypes • Staff code of conduct will be updated to include this	

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School does not provide formal training for staff on gender and LGBTQ+ issues.	Staff receive formal training on gender and LGBTQ+ issues and feel confident having conversations about gender and LGBTQ+ issues.	By the end of term we will: • Have organised training on gender and LGBTQ+ issues	Results in 6 months: • All staff will have received training on gender and LGBTQ+ issues • Staff feel confident having conversations about gender and LGBTQ+ issues	
Staff code of conduct does not explicitly explain that: • Sexual harassment between staff is not tolerated • Language that enforces gendered stereotypes (like "man up" or "sweetie") are examples of sexism • Staff shouldn't make assumptions about pupils or staff based on their gender (e.g. choosing boys to help with heavy lifting)	Staff code of conduct to specifically explain sexual harassment and stereotypical language that is not tolerated and staff are aware of this.	By the end of term we will: • Have organised training on gender and LGBTQ+ issues and the effects of stereotypical and harassing language.	Results in 6 months: • All staff will have received training on the impact of stereotypical and harassing language • Staff code of conduct will be updated to explain specifically that sexual harassment and gender stereotypes are not acceptable	

November 2021

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Shortlisting of candidates is not anonymised.	Unconscious biased cannot impact on recruitment through candidates being anonymised at the point of screening.	By the end of term we will: • HR Officer will remove names, address and gender from application forms before they are seen by the recruitment panel.	Results in 6 months: • All screening of candidates in the recruitment process will be anonymous to avoid unconscious bias.	
Not all staff feel confident having conversations about race, responding to racist incidents and using terms such as: • Anti-racism • Whiteness • White privilege • Unconscious and conscious bias • Systemic racism	All staff feel confident having conversations about race and responding to racist or race-related incidents.	By the end of term we will: • Have organised training for staff on anti-racism, responding to racist incidents and having conversations about race.	Results in 6 months: • Staff have completed training on anti-racism • Staff feel confident responding to racist incidents and having conversations about race.	

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More books and other resources reflecting Black and other non-white cultures are needed across the school and curriculums need to reflect this diversity through choices of topics and persons of study.	Diverse books, displays and resources and visible across the school and the curriculum reflects our diverse community.	By the end of term we will: • All staff have a performance management target to develop diversity within the school • School is engaged in the Reflecting Realities in the Classroom Research Project and has begun extending range of diverse resources.	Results in 6 months: • Staff have completed mid-term performance management review, collecting evidence of how they are promoting diversity within their role. • School continues to engage with the Reflecting Realities in the Classroom Research Project and a greater range of diverse books and resources are visible within the school	