

Protected Characteristics Improvement Plan

DRIVER	ACTIONS	WHO	WHEN	COST	KEY IMPACT MEASURES	Termly Impact Report
Lead	- Re-launch awareness of protected characteristics with staff and students via assembly, CPD and PD programme	JKE	Sept 21	Cost of CPD	<ul style="list-style-type: none"> - Student and staff awareness of protected characteristics - High quality programme in place for all learners 	
	- Review completed audit of protected characteristics within faculty and subject areas in order to create overarching overview of coverage	JKE	Sept 21			
	- Ensure whole school overviews of coverage of protected characteristics in place	JKE	Sept 21			
	- Liaise with SEND and Inclusion team to ensure accessibility of delivery of protected characteristics within the Personal Development Curriculum, especially for Nurture Group	JKE RPA KWI	Sept 21			
Align	- Align with 2021-2022 Improvement Plan (BA Priority 2 – Character Education, PD Priority 1 – PD Curriculum, PD Priority 2 –CPD, PD Priority 4 – Academy Congress)	JKE	Sept 21		<ul style="list-style-type: none"> - Alignment with improvement plan, diversity plan and guidance 	
	- Align with Diversity Improvement Plan	JKE	Sept 21			
	- Align with statutory and non-statutory guidance including DfE's Inspecting teaching of the Protected Characteristics in schools (2021)	JKE	Sept 21			
	- Align with Equality Act 2010	JKE	Sept 21			
	- Align with DfE's Keeping Children Safe in Education (2021)	JKE	Sept 21			
Implement	Protected Characteristic: Race				<ul style="list-style-type: none"> - Overview of Personal Development programme in place by Sept 2021 identifying coverage of protected characteristic of race - Personal Development calendar reviewed on half-termly basis, and in place, to reflect coverage and PD calendar adapted in light of any action required - Overview of coverage of protected characteristic of race across subject areas in place by end of September 2021 - All students to have experienced anti-racist education within the Personal Development programme and across subject areas - Any gaps in coverage across subject areas addressed by 	
	- Further develop strategies for anti-racist education with the tutor-time Personal Development curriculum and wider PD programme	JKE RPA HOFs SLs	Cont.			
	- Review Personal Development curriculum content to ensure it actively counters racism and extremism and promotes ethnic diversity in the context of the protected characteristics in an age-appropriate and sensitive manner		Cont.			
	- Implement antiracism and diversity strategies within Personal Development curriculum and wider PD programme		Sept 21			
	- Ensure coverage of Gypsy, Roma and Traveller community, and prejudice facing it, within Personal Development curriculum and wider PD programme		Sept 21			
	- Review strategies for anti-racist education within subject areas' curriculum content		Jul 22			
	- Review provision across the school to ensure diversity and visibility across subject areas' curriculum content		Cont.			
	- Develop strategies across the school to support awareness weeks and months linked to race ie. Black History Month		Cont.			
	- Develop role of student Diversity Ambassadors in the delivery of initiatives such as Black History Month		Oct 21			
	- Ensure diversity of student leaders in terms of ethnic background		Sept 21			
	- Develop role of student Wellbeing Ambassadors to counter bullying through training as Diana Award Anti-Bullying Ambassadors		Cont.			

	<ul style="list-style-type: none"> - Monitor CPOMS and other data on a termly basis with regard to racist bullying and implement any necessary strategies in the light of this - Ensure displays represent positive role models from a range of diverse ethnic and racial backgrounds 		Cont.		<p>September 2022 with curriculum content in place</p> <ul style="list-style-type: none"> - Initiatives, involving student Diversity Ambassador input, in place for focus weeks/ months and all students to experience these initiatives - Training for student Wellbeing and Diversity Ambassadors in place including training as Diana Award Ambassadors - CPOMS and behaviour records - Reviewed overviews of coverage of protected characteristic of race within Personal Development and subject curriculum in place by September 2022 - Accessible, age-appropriate and sensitive resources for all 	
	<p>Protected Characteristic: Sex</p> <ul style="list-style-type: none"> - Ensure Personal Development curriculum and wider PD programme includes age-appropriate and sensitive content which challenges stereotypes and sexual discrimination - Ensure age-appropriate and sensitive coverage of gender identity, sexual harassment, domestic violence, abuse, sexual exploitation, forced marriage, honour-based violence and FGM within Personal programme including liaison with external agencies - Ensure coverage of sexual discrimination and challenges to sexual discrimination across subject areas' curriculum content - Ensure visibility of positive role models in the Personal Development programme, in alumni programme and in subject areas' curriculum content - Further development of student leaders to provide role models within the school (Assembly Congress, Diversity Ambassadors, Wellbeing Ambassadors etc) - Develop strategies to support International Women's Day (8th March 2021) - Ensure coverage of gender reassignment is aligned with parental consultation for RHSE and communicate any significant developments in delivery to parents - CPD delivered to staff on FGM and other aspects of the protected characteristic of sex - Monitor CPOMS and other data on a termly basis with regard to sexual bullying and implement any necessary strategies in the light of this 	JKE RPA HOFs SLs	<p>Sept 21</p> <p>Cont.</p> <p>Cont.</p> <p>Cont.</p> <p>Cont.</p> <p>Mar 21</p> <p>Cont.</p> <p>Cont.</p> <p>Cont.</p> <p>Cont.</p>		<ul style="list-style-type: none"> - Overview of Personal Development programme in place by Sept 2021 identifying coverage of protected characteristic of sex - Personal Development calendar reviewed on half-termly basis, and in place, to reflect coverage and PD calendar adapted in light of any action required - Overview of coverage of protected characteristic of sex across subject areas in place by end of September 2021 - All students to have experienced anti-discriminatory content in PD programme - Age-appropriate coverage of sensitive issues ie. sexual harassment embedded in Personal Development programme - Anti-discrimination content embedded within subject areas 	

					<ul style="list-style-type: none"> - Visibility of a range of positive female role models across the PD programme and across the school - CPOMS and behaviour records 	
	Protected Characteristics: Sexual Orientation <ul style="list-style-type: none"> - Ensure age-appropriate and sensitive content in place within Personal Development curriculum and wider PD programme to counter discrimination based on sexual orientation including the topics of sexual identity and homophobic, transphobic and biphobic bullying - Ensure age-appropriate and sensitive content in place within subject areas' curriculum content to counter discrimination based on sexual orientation - Ensure visibility of positive role models in PD programme and across subject areas' curriculum content - Monitor behaviour data on a termly basis with regard to homophobic, transphobic and biphobic bullying and implement any necessary strategies in the light of this - Develop initiatives, including assemblies, to support LGBT+ History Month (February) and Pride Month (June) - Work with external agencies and other specialists to ensure delivery of sensitive and age-appropriate content including LGBT+ assembly led by Gender Role Models - Develop role of student Wellbeing Ambassadors to counter bullying through training as Diana Award Anti-Bullying Ambassadors - CPD delivered to staff with possible external support ie. Step 2 	JKE RPA HOFs SLs	Sept 21 Cont. Cont. Cont. June 22 Cont. Sept 21 Cont. Cont.	Cost of drop downs and CPD	<ul style="list-style-type: none"> - Overview of Personal Development programme in place by Sept 2021 identifying coverage of protected characteristic of sexual orientation - Personal Development calendar reviewed on half-termly basis, and in place, to reflect coverage and PD calendar adapted in light of any action required - Overview of coverage of protected characteristic of sexual orientation across subject areas in place by end of September 2021 - All students to have experienced anti-discriminatory content in PD programme - Anti-discrimination content embedded within subject areas - All students experience a range of positive LGBT+ role models across the PD programme and across the school - All students to have experienced activities linked to LGBT+ History Month and/or Pride Month - Updated displays covering LGBT+ role models - CPOMS and behaviour records 	
	Protected Characteristic: Gender Reassignment (as defined by the Equality Act 2010)	JKE RPA		Cost of CPD	<ul style="list-style-type: none"> - Overview of Personal Development programme in place by end of Sept 2021 	

	<ul style="list-style-type: none"> - Develop strategies to challenge discrimination based on transgender identity (transphobia) and gender reassignment in an age-appropriate and sensitive manner within Personal Development curriculum and wider PD programme - Develop sensitive and age-appropriate strategies to include transgender identity in the context of gender identity - Ensure inclusion of discrimination based on transgender identity (transphobia) in LGBT+ History Month and Pride Month - Work with external agencies and other specialists to ensure delivery of sensitive and age-appropriate including LGBT+ assembly led by Gender Role Models - Ensure coverage of gender reassignment is aligned with parental consultation for RHSE and communicate any significant developments in delivery to parents - CPD delivered to staff 	HOFs SLs	<p>Jan 22</p> <p>July 22</p> <p>Jun 22</p> <p>Cont.</p> <p>Cont.</p> <p>Cont.</p>		<p>identifying coverage of protected characteristic of gender reassignment</p> <ul style="list-style-type: none"> - Gender reassignment as a protected characteristic to be covered within PD programme and to be included as part of LGBT+ History Month - CPOMS and behaviour records 	
	<p>Protected Characteristic: Religion or belief</p> <ul style="list-style-type: none"> - Counter discrimination based on religion and belief by including age-appropriate and sensitive coverage of topics including antisemitism, Islamophobia, radicalisation and extremism within the Personal Development curriculum and wider PD programme - Continue to ensure that range of religions and beliefs including atheism are celebrated and discrimination challenged via subject areas' curriculum content (ie. RS) - Further develop work as a UCL Holocaust Quality Mark School in order to challenge antisemitism ie. Y9 History curriculum and Holocaust Memorial commemoration - Work with Anne Frank Trust to deliver Anne Frank exhibition with peer guides in order to challenge antisemitism and extremism - Continue work with Solutions Not Sides (Y9, Y12) and establish group of Y12 student ambassadors to work with the Forum for Discussion on Israel Palestine in order to challenge Islamophobia and antisemitism - Continue work with Remembering Srebrenica and introduce initiatives to mark the memorial of the Srebrenica massacre (11 July) including visit by guest speaker - Include examples of international discrimination based on religion or belief in Personal Development curriculum ie. persecution of Rohingya Muslims and Muslims in China - Develop role of student leaders ie. Diversity ambassadors in shaping delivery for example assemblies - Monitor behaviour data on a termly basis with regard to negative incidents related to religion or belief and implement any necessary strategies in the light of this 	JKE RPA HOFs SLs	<p>Sept 21</p> <p>Cont.</p> <p>Cont.</p> <p>Nov 21</p> <p>Jan 22</p> <p>June 22</p> <p>Cont.</p> <p>Cont.</p> <p>Cont.</p>	Cost of Solutions Not Sides	<ul style="list-style-type: none"> - Overview of Personal Development programme in place by Sept 2021 identifying coverage of protected characteristic of religion or belief - Personal Development calendar reviewed on half-termly basis and in place to reflect coverage and PD calendar adapted in light of any action required - Overview of coverage of protected characteristic of religion or belief across subject areas in place by end of September 2021 - All students to have experienced anti-discriminatory content related to religion or belief in PD programme - Anti-discrimination related to religion or belief embedded within the curriculum - CPOMS and behaviour records 	

	Protected Characteristic: Marriage and Civil Partnership <ul style="list-style-type: none"> - Develop relationships theme within Personal Development curriculum and wider PD programme to ensure sensitive and age-appropriate coverage of topics such as healthy relationships, communication in relationships, forms of commitment including civil partnership and cohabiting, and awareness of forced marriage including support available - Ensure students are aware of different forms of commitment via Personal Development programme and relevant subject areas (ie. RS) - Ensure students are aware of the significance of marriage and civil partnership as a protected characteristic and have understanding of legal protection via Personal Development programme and relevant subject areas (ie. within Vocational faculty) 	JKE RPA HOFs SLs	Sept 21 Cont. Cont.		<ul style="list-style-type: none"> - Overview of Personal Development programme in place by Sept 2021 identifying coverage of protected characteristic of marriage and civil partnership - Personal Development calendar reviewed on half-termly basis, and in place, to reflect coverage and PD calendar adapted in light of any action required - Overview of coverage of protected characteristic of marriage and civil partnership across subject areas in place by end of September 2021 - Student awareness of marriage and civil partnership as a protected characteristic 	
	Protected Characteristic: Pregnancy and Maternity <ul style="list-style-type: none"> - Ensure Personal Development curriculum and wider PD programme covers implications of pregnancy, roles and responsibilities of parents and young parenthood - Ensure students are aware of the significance of pregnancy and maternity as a protected characteristic and have understanding of legal protection via the Personal Development programme and relevant subject areas' curriculum content (ie. within the Vocational faculty) 	JKE RPA HOFs SLs	Sept 21 Cont.		<ul style="list-style-type: none"> - Overview of Personal Development programme in place by Sept 2021 identifying coverage of protected characteristic of pregnancy and maternity - Personal Development calendar reviewed on half-termly basis, and in place, to reflect coverage and PD calendar adapted in light of any action required - Overview of coverage of protected characteristic of pregnancy and maternity across subject areas in place by end of September 2021 - Student awareness of pregnancy and maternity as a protected characteristic 	
	Protected Characteristic: Disability	JKE	Sept 21		<ul style="list-style-type: none"> - Overview of Personal Development programme in 	

	<ul style="list-style-type: none"> - Ensure coverage of disability in the Personal Development curriculum and wider PD programme including ableist bullying - Ensure visibility of disability within subject areas' curriculum content and in displays - Ensure awareness is raised of Disability History Month (November – December) including the 2021 theme 'Disability and Hidden Impairments' - Ensure awareness is raised of Autism via the Personal Development programme and Autism Awareness Month (March-April) - Involve student leaders, including Diversity ambassadors, in the development of strategies including assemblies - Monitor behaviour data on a termly basis with regard to ableist bullying and implement any necessary strategies in the light of this 	RPA HOFs SLs	Cont. Dec 21 Apr 22 Cont.		<ul style="list-style-type: none"> - place by Sept 2021 identifying coverage of disability - Personal Development calendar reviewed on half-termly basis, and in place, to reflect coverage and PD calendar adapted in light of any action required - Overview of coverage of protected characteristic of disability across subject areas in place by end of September 2021 - Student awareness of disability as a protected characteristic - Strategies for Disability History Month and Autism Awareness in place - CPOMS and behaviour records 	
	Protected Characteristic: Age <ul style="list-style-type: none"> - Ensure ageism is challenged as part of the PD curriculum and wider PD programme - Commemorate Age Awareness Month (January) via the PD programme 	JKE RPA HOFs SLs	Cont. Jan 22		<ul style="list-style-type: none"> - Overview of Personal Development programme in place by Sept 2021 identifying coverage of protected characteristic of age - Personal Development calendar reviewed on half-termly basis and in place to reflect coverage and PD calendar adapted in light of any action required - Overview of coverage of protected characteristic of age across subject areas in place by end of September 2021 - Student awareness of ageism as a protected characteristic 	
Review	- Benchmark coverage of protected characteristics on a half termly basis against criteria outlined in DfE guidance	JKE	Cont.		<ul style="list-style-type: none"> - Benchmarking document showing highly effective coverage of the protected characteristics - High quality delivery of protected characteristics 	
	- Monitor delivery and effectiveness of delivery of protected characteristics via PD and faculty 360 process	JKE HOY RPA HOFs	Cont.			

	- Include student self-review of awareness of protected characteristics into Personal Development programme	JKE	Cont.		demonstrated through 360 processes - Staff voice - Student voice - Student awareness of the protected characteristics - CPOMS and behaviour records - Impact report demonstrating significant impact of strategies	
	- Evaluate effectiveness of CPD linked to delivery of protected characteristics	JKE	Jul 22			
	- Produce impact report evaluating impact of delivery of protected characteristics	JKE	Jul 22			
Secure	- Act on findings of impact report and other review actions listed above	JKE	Sept 22		- Actions outlined in impact report - Reviewed delivery	
	- Adapt PD programme for 2022-2023 and whole school delivery in light of findings in impact report	JKE RPA HOFs	Sept 22			