

Protected Characteristic	Objective	Action taken	Review of action taken
All	To improve children’s knowledge and understanding of the diverse community we live in, to promote empathy, acceptance and equality for all.	<ul style="list-style-type: none"> <li>• Regularly focus on celebrating differences and developing children’s understanding of specific needs children may have.</li> <li>• Ensure the No Outsiders materials are taught each half-term in every year group.</li> <li>• Ensure the No Outsiders materials are utilised in assemblies to develop children’s understanding of the protected characteristics.</li> </ul>	
Race	To ensure that children and families arriving from Hong Kong are supported in their transition to our school community and that they are provided with equal access to learning, pastoral support and opportunities to participate in school life.	<ul style="list-style-type: none"> <li>• Provide support via translating communication for those families who need it.</li> <li>• Ensure staff have access to CPD on supporting EAL learners.</li> <li>• Use EAL teaching support strategies to help children develop confidence in spoken and written English, enabling access to the curriculum.</li> <li>• Support families from Hong Kong to connect with each other and the wider school community.</li> <li>• Celebrate Hong Kong culture through curriculum links, assemblies and events to help build positive</li> </ul>	

		relationships and a sense of belonging.	
All	To embed representation of all protected characteristics within all areas of our curriculum.	<ul style="list-style-type: none"> <li>• Subject leaders to ensure curriculum coverage for their subject represents different ethnicities, gender, religious faiths and disabilities.</li> <li>• Explore ways to embed a wider variety of visitors into school and ways for children to be immersed in multicultural environments.</li> <li>• Ensure the above opportunities are planned into Ravenbank’s Personal Development Sequence.</li> <li>• Provide training for staff to ensure they are aware of exemplary inclusive teaching practice.</li> <li>• Curriculum lead, alongside personal development and subject leads, to review long term planning and resources to ensure representation opportunities are maximised.</li> </ul>	