

Equality Information and Objectives – Reviewed February 2024

PART ONE – EQUALITY ANALYSIS

Protected Characteristic	Group	<u>What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?</u>	<u>What evidence do we hold that we advance equality of opportunity with those who share a protected characteristic and those who do not?</u>	<u>What evidence do we hold that we foster good relations with people who share a protected characteristic and those who do not?</u>	<u>What action do we need to take –these will form your objectives (see overleaf)</u>
Race	All:	All relevant policies include reference to avoiding discrimination. Equality Guidelines, translation of key documents, Diversity Awards, Community Cohesions Policy, Harassment & Bullying Policy. Designated member of SLT for equality.	Inclusion Policy, celebrate diversity.	School activities to promote positive attitude to support protected groups, community activities, celebrate diversity, Principal’s communications celebrate diversity, Academy Vision Statement.	Appoint Equality Link governor
	Staff:	Equal Opportunities Statement, Recruitment & Selection Policy, Grievance Procedure, HR data, record of cases, recruitment monitoring, 121 meetings with line managers, advice sought from HR.	Those with protected characteristics included in Equality Steering Group and policy development, Fair recruitment processes, Employee Assistance Programme Scheme Staff voice through staff survey – committee formed based on results Safer Recruitment Training completed by SLT	Include staff with protected characteristics in activities, culture of academy, teamwork. staff briefings, monitoring of workforce Employee Assistance Programme Scheme.	New staff to receive training on the equalities act as part of induction and all staff to receive refresher training.
	Pupils:	Admissions Policy, racial incident forms, Principal’s report, Governors minutes, comparable attainment data, SIMS records, analysis of ‘micro population groups’ as defined by Ofsted.	Religion and World Views Curriculum, PHSE Curriculum Cultural holidays celebrated such as Chinese New Year, anti-bullying policy, use data to identify groups and implement planned interventions to meet needs, EAL support, review of assessment data to determine actions and interventions, Pupil Voice through Pupil Ambassadors. School family and morning meeting celebrate diversity	Monitor types of bullying, taking seriously reasons for school refusal, celebration assemblies, support national events, Diversity celebrated in displays around school with student photos. Student ambassadors have representatives from different year groups and a range of backgrounds. Pupil voice	Principal to produce a report for LGB with details of how pupils with different characteristics are performing with analysis to determine strengths and areas for improvement with associated intended actions.

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Disability	All:	All relevant policies include reference to avoiding discrimination. Equality Guidelines, Community Cohesions Policy, Harassment & Bullying Policy. Designated member of SLT for equality.	Inclusion Policy, Equalities statement, DDA Compliance. DDA compliance – reasonable adjustments made.	Workshops and Newsletters. Communications record with parents of children with disabilities and provision for staff under DDA, Principal’s communications celebrate diversity, Academy Vision Statement. Stie is accessible for all including moveable ramps used around school to make areas with steps accessible.	Appoint Equality Link governor
	Staff:	Equal Opportunities Statement, Recruitment & Selection Policy, Grievance Procedure, HR data, recruitment and promotion data, support plans and info on phased returns, data on staff registered disabled.	CPD access, dialogue with unions and other forums, Employee Assistance Programme scheme, staff survey, staff counselling, fair recruitment procedures. Staff voice through staff survey.	Fair and transparent HR processes, Occupational Health screening, reasonable adjustments made, Employee Assistance Programme scheme, staff briefings. PEEPs in place.	New staff to receive training on the equalities act as part of induction and all staff to receive refresher training.
	Pupils:	SEN Policy, SEN achievement data, data on disabilities and adjustments made , evidence of test access, meetings with parents, DDA compliance, Disability & Access Policy, SEN School Action, Admissions Policy, Medicines Policy, analysis of ‘micro population groups’ as defined by Ofsted. Anti-bullying policy. Educational visits planned take into consideration accessibility.	Assemblies, Religion and Worldviews Curriculum, parent’s workshops, discussions on tolerance within the PHSE curriculum, Growth Mindset Ambassadors, Year 6 Ambassadors, Pupil voice celebrate diversity. Interventions planned to meet needs.	Supporting students with disabilities, staff advised via medical pen portraits, strategies in place, PEEPs in place. Student Council/Voice School family and morning meeting.	Principal to produce a report for LGB with details of how pupils with different characteristics are performing with analysis to determine strengths and areas for improvement with associated intended actions.

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Sex	All:	All relevant policies include reference to avoiding discrimination. Equality Guidelines, Community Cohesions Policy, Harassment & Bullying Policy. Designated member of SLT for equality.	Equality Guidelines, Inclusion Policy.	HR policies and procedures, Principal’s communications celebrate diversity.	Appoint Equality Link governor
	Staff:	Equal Opportunities Statement, Recruitment & Selection Policy, Grievance Procedure, HR data, tribunals, 121 meetings. Equal pay claims, cases of whistleblowing, recruitment and promotion data.	CPD access, Employee Assistance Programme scheme, Staff survey.	Fair and transparent processes, training availability and attendance, staff briefings, Occupational Health screening, Employee Assistance Programme scheme.	New staff to receive training on the equalities act as part of induction and all staff to receive refresher training.
	Pupils:	Admissions Policy, Pupil results, evidence of improvement, pupil data, incident forms, Governors minutes, SIMS, analysis of ‘micro population groups’ as defined by Ofsted. Educational visits planned take into consideration the facilities and activities for boys and girls..	Inclusion, Religion and worldviews curriculum, assemblies, behaviour policy, Growth Mindset Ambassadors, Year 6 Ambassadors, Pupil voice RSE curriculum in place to reflect Government policy. Parental consultations regarding RSE curriculum.	Curriculum, syllabus data, training availability and attendance, assemblies, Growth Mindset Ambassadors, Year 6 Ambassadors, Pupil voice	Principal to produce a report for LGB with details of how pupils with different characteristics are performing with analysis to determine strengths and areas for improvement with associated intended actions.

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Gender Reassignment	All:	All relevant policies include reference to avoiding discrimination. UL Gender Resignment Guidelines. Examples of supporting transition, Equality Guidelines, monitoring forms and surveys, Community Cohesions Policy, Harassment & Bullying Policy. Designated member of SLT for equality.	Inclusions Policy. Easy access to informed, relevant advice. Newsletters.	Awareness of nationally recognised support groups who provide info. Forums and Newsletters, Employee Assistance Programme scheme, Academy Vision Statement.	Appoint Equality Link governor
	Staff:	Equal Opportunities Statement, Recruitment & Selection Policy, Grievance Procedure, recruitment and UL Gender Resignment Guidelines.	Transgender colleague included in Steering Group and policy development. Staff training, clear recruitment processes, Employee Assistance Programme scheme.	Include transgendered staff at local level policy/process development, Employee Assistance Programme scheme, staff briefings.	New staff to receive training on the equalities act as part of induction and all staff to receive refresher training.
	Pupils:	Recording of equalities incidents, UL Gender Resignment Guidelines., Governors minutes, Principals report, Admissions Policy, analysis of ‘micro population groups’ as defined by Ofsted. Growth Mindset Ambassadors, Year 6 Ambassadors, Pupil voice	PSHE or RSE curriculum, Growth Mindset Ambassadors, Year 6 Ambassadors, Pupil voice School family and morning meeting celebrate diversity.	Monitor type of bullying, taking seriously the reasons for school refusal and being bullied if gender related, assemblies to promote ethos & diversity, Growth Mindset Ambassadors, Year 6 Ambassadors, Pupil voice	Principal to produce a report for LGB with details of how pupils with different characteristics are performing with analysis to determine strengths and areas for improvement with associated intended actions.

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Pregnancy & Maternity	All:	All relevant policies include reference to avoiding discrimination. Designated member of SLT for equality. Equality Guidelines, Harassment & Bullying Policy, Community Cohesions Policy.	Compliance with Guidelines and Policies, Inclusion Policy.	Ongoing communication and support, Academy Vision Statement.	Appoint Equality Link governor
	Staff:	Equal Opportunities Statement, Recruitment & Selection Policy, Recruitment and promotion data, rate of return post maternity leave, HR policies and procedures, Adoption Policy, Grievance Procedure, tribunals.	Compliance with legislation, maternity entitlements, Flexible Working Requests / adjustments made.	Celebration of pregnancies and births, KIT days, invitations to academy events, paternity leave granted, Staff Briefings.	New staff to receive training on the equalities act as part of induction and all staff to receive refresher training.
	Pupils:	Class/School Family. Morning Meeting time/PHSE and RSE Curriculum.	Not Applicable for Primary School Children	Not Applicable for Primary School Children	Principal to produce a report for LGB with details of how pupils with different characteristics are performing with analysis to determine strengths and areas for improvement with associated intended actions.

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Age	All:	All relevant policies include reference to avoiding discrimination. Equality Guidelines, Harassment & Bullying Policy, Community Cohesions Policy. Designated member of SLT for equality.	Compliance with Guidelines.	Academy Vision Statement.	Appoint Equality Link governor
	Staff:	Equal Opportunities Statement, Recruitment & Selection Policy, Grievance Procedure, recruitment and promotion data, age profile of staff, HR policies/procedures and guidance, CPD availability and attendance.	Compliance with legislation. Flexible working requests and adjustments made.	All events inclusive, CPD inclusive of all age ranges, community volunteers, guest speakers.	New staff to receive training on the equalities act as part of induction and all staff to receive refresher training.
	Pupils:	Class/School Family. Morning Meeting time PSHE Curriculum	Growth Mindset Ambassadors, Year 6 Ambassadors, Pupil voice School family and morning meeting celebrate diversity	All events inclusive, school work experience, community volunteers, curriculum progression, guest speakers, assemblies Principal’s communications celebrate diversity, Growth Mindset Ambassadors, Year 6 Ambassadors, Pupil voice	Principal to produce a report for LGB with details of how pupils with different characteristics are performing with analysis to determine strengths and areas for improvement with associated intended actions.

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Religion and Belief	All:	All relevant policies include reference to avoiding discrimination. Equality Guidelines, Community Cohesions Policy, Harassment & Bullying Policy, awards for cultural diversity. Designated member of SLT for equality.	Inclusion Policy, time off for religious observation.	Principal’s communications celebrate diversity, community involvement. Guest speakers Visits to places of worship.	Appoint Equality Link governor
	Staff:	Equal Opportunities Statement, Recruitment & Selection Policy, Grievance Procedure, recruitment and promotion data, 121 meetings with line managers.	Fair recruitment processes, documents translated, adapted facilities for washing, , fair recruitment processes.	Assemblies, awareness and community involvement, Faith Room available, time off for religious observation, staff briefings, school’s calendar adapted to meet the needs of majority religious group, Academy Vision Statement.	New staff to receive training on the equalities act as part of induction and all staff to receive refresher training.
	Pupils:	Group Equal Opportunities Student Statement, Admissions Policy, Tutor time.	Religion and Worldviews Curriculum, use data to identify groups and implement interventions, extended school activities for all, Growth Mindset Ambassadors, Year 6 Ambassadors, Pupil voice. External speakers contribute to assemblies. Visits to places of worship.	Assemblies, community involvement, time off for religious observation, Growth Mindset Ambassadors, Year 6 Ambassadors, Pupil voice, School calendar adapted to meet the needs of majority religious group. Visits to places of worship.	Principal to produce a report for LGB with details of how pupils with different characteristics are performing with analysis to determine strengths and areas for improvement with associated intended actions.

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Sexual Orientation	All:	All relevant policies include reference to avoiding discrimination. Equality Guidelines, Community Cohesion Policy, Harassment & Bullying Policy. Designated member of SLT for equality.	Inclusion Policy.	Academy Vision Statement, briefings.	Appoint Equality Link governor
	Staff:	Equal Opportunities Statement, Recruitment & Selection Policy, Grievance Procedure, HR data, 121 meetings, recruitment data, grievance outcomes.	Fair recruitment processes, engage staff in policy development, Employee Assistance Programme scheme.	Staff briefings, Employee Assistance Programme scheme, TD days,	New staff to receive training on the equalities act as part of induction and all staff to receive refresher training.
	Pupils:	Admissions Policy, Tutor time, incident forms, Governors minutes, comparable attainment data, SIMS, Student Support Panel, pupil population data – benchmarked against local population data, pupil exclusion for discriminatory behaviour, analysis of ‘micro population groups’ as defined by Ofsted.	Religion and Worldviews Curriculum, data to identify and implement interventions, Growth Mindset Ambassadors, Year 6 Ambassadors, Pupil voice School family and morning meeting celebrate diversity	Team work, any needs identified and strategies put in place to support students, assemblies/ guest speakers, Growth Mindset Ambassadors, Year 6 Ambassadors, Pupil voice	Principal to produce a report for LGB with details of how pupils with different characteristics are performing with analysis to determine strengths and areas for improvement with associated intended actions.

PART TWO – EQUALITY OBJECTIVES

Equality Objective 1 To use performance data to monitor student achievement to determine strengths and areas for improvement with associated intended actions.

We will complete this by (Date): July 2026

Why we have chosen this objective:

This objective has been chosen to enable us to:

- Determine how our pupils with different characteristics are performing
- Find out our areas of strengths and improvements
- Identify groups and implement planned interventions to meet their needs
- Share this information with LGB

To achieve this objective we plan to:

- Analyse data published via IDSR, ASP and internal data.
- Implement actions in response and publish this information
- Prepare reports for the LGB
- Evaluate pupil, staff and parent voice.

Progress we are making towards achieving this objective: Reviewed February 2024

Internal data currently doesn't highlight any areas of concern.

Staff survey has been analysed – no apparent biases have been identified. A working party is in place to address areas for development.

Pupil survey has been analysed – no apparent biases have been identified.

Parent survey has been analysed – no apparent biases have been identified.

Equality Objective 2 To eliminate discrimination, prejudice and other conduct that is prohibited by the Equality Act 2010

We will complete this by (Date): July 2026

Why we have chosen this objective:

This objective has been chosen to:

- ensure that staff are sufficiently trained to recognize prejudice and increase the understanding of equality
- support pupils in developing fully inclusive attitudes and using appropriate terminology
- ensure that the working environment is welcoming, and protects and respects diverse people contributing to make our school a great place to work.

To achieve this objective we plan to:

SLT to complete the safer recruitment training programme on a rolling basis with a refresher at least every two years.

To ensure the designated SLT member participates in ongoing training.

To ensure that all staff are fully trained in the Equality Act

Included Equality Act training as part of the staff induction and as an annual refresher training annually.

Monitor any tensions between different groups within the school and if necessary implement initiatives to address them.

Ensure all new pupils are supported and interventions are in place to ensure a positive transition.

Progress we are making towards achieving this objective: Reviewed February 2024

Equalities training was delivered in Sept 2023 to ensure that all staff fully understand their duty with the Equalities Act.

All staff have completed Educare Equality Training.

All members of SLT involved in the recruitment process have up to date Safer Recruitment training.

All pupils have an admission meeting with a member of SLT, then a trial day before starting full time. The children are welcomed into the school family by having their photography displayed with the rest of the class on the class family board and assigned a class job. Children who require additional intervention receive this to ensure a positive transition.

Appendix 3 - Equality Template Policy Matrix

X = Not applicable * Applicable

Policy	RACE	DISABILITY	SEX	GENDER REASSIGNMENT	PREGNANCY AND MATERNITY	AGE	RELIGION AND BELIEF	SEXUAL ORIENTATION
Admissions Policy	*	*	*	*	*	X	*	*
Adoption Policy	X	X	X	X	*	X	X	X
Community Cohesion Policy	*	*	*	*	*	*	*	*
Disability & Access Policy	X	*	X	X	X	X	X	X
Exclusions Policy	X	X	X	X	*	X	X	X
Equality Guidelines	*	*	*	*	*	*	*	*
Equal Opportunities Statement	*	*	*	*	*	*	*	*
Grievance Procedure	*	*	*	*	*	*	*	*
Harassment & Bullying Policy	*	*	*	*	*	*	*	*
Inclusions Policy	*	*	*	*	*	X	*	*
Recruitment & Selection Policy	*	*	*	*	*	*	*	*
SEN Policy	X	*	X	X	*	X	X	X

