



Coleridge Community College
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Part of United Learning

Coleridge Community College

Equality Analysis

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>
Race	All:	Equality Guidelines, translation function on website, Safeguarding policy, Behaviour policy, Equal Opportunities Statement.	Inclusion Policy, celebrate diversity. Assemblies including specific assemblies around Protected Characteristics, Curriculum, EAL support to students, PSHE, And Now Read – diversity within the books read.	School activities to promote positive attitude to support protected groups, celebrate diversity, provision of translator, celebrate diversity, LGBTQ club, Student Voice, PHSE Curriculum, Staff and Student surveys, Morning line up briefing
	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 are included and represented at all levels of the college's staffing structure and thus contribute to policy development. Fair recruitment processes applied consistently.	Include staff with protected characteristics in activities, EAP scheme, culture of academy, teamwork, Staff Survey and Staff Forum.
	Pupils:	Updating Admissions Policy in line with Local Authority including removal of info that could potentially lead to discrimination, record of racial incidents, Local Governing Board minutes, comparable attainment data, Arbor records, analysis of 'micro population groups' as defined by Ofsted. PHSE curriculum, Anti-Bullying assembly, student council, equality log	Wider Curriculum, assemblies, extra-curricular activities, anti-bullying policy, use data to identify groups and implement planned interventions to meet needs, EAL support, review exam results to determine actions and interventions, Student mentoring, Mental Health Practitioner, Student Council/Voice, Student Services and pastoral support team.	Monitor types of bullying, content of graffiti, taking seriously reasons for school refusal, celebration assemblies, support national events. Mental Health Practitioner, Student Council/Voice, Student views. EAL TA and support Prevent / Safeguarding referrals as required.

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	All:	Equality Guidelines, Safeguarding Policy, Behaviour Policy, Accessibility Policy.	Inclusion Policy, Equalities statement. Disability and Discrimination Act (DDA) compliance – reasonable adjustments made, lift, reading pens, Chromebooks, curriculum resources accessibility	Communication record with parents of children with EHC plan.
Disability	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. HR availability for all staff disclosures.	CPD access, staff survey, fair recruitment procedures, lift access, workplace assessments, occupational health consultations	Fair and transparent HR processes, Occupational Health screening, reasonable adjustments made, Employee Assistance Programme (EAP) scheme, staff briefings.
	Pupils:	SEN Policy, SEN achievement data, data on disabilities and adjustments made, evidence of exam access, interviews with parents, DDA compliance, student support from Academy, Disability & Access Policy, SEN/School Action Plus, Admissions Policy, analysis of 'micro population groups' as defined by Ofsted.	Assemblies, Wider curriculum, School Counselling Service, Staff briefings and CPD records, Student Council/Voice. Sport, clubs, extracurricular, transition, evacuation processes	Supporting students with disabilities, staff advised via Arbor, strategy sheets (Pen Portraits) in place, School Counselling Service, Staff CPD Student Council/Voice.

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Sex	All:	Equality Guidelines, Behaviour Policy, Harrassment & Bullying Policy	Equality Guidelines, Inclusion Policy.	HR policies and procedures.
	Staff:	Equal Opportunities Statement, Recruitment & Selection Policy, Grievance Procedure, HR data, tribunals (when required), meetings. Equal pay claims, cases of whistleblowing, recruitment and promotion data.	CPD access, EAP scheme, Staff Survey/Staff Forum.	Fair and transparent processes, training availability and attendance, staff briefings, Occupational Health screening, EAP scheme.
	Pupils:	Admissions Policy, Pupil results, evidence of improvement, pupil data, incident forms, Governors minutes, Arbor.	Equal opps in curriculum, assemblies, Behaviour policy, School Counselling Service, Student Council/Voice.	Curriculum, syllabus data, training availability and attendance, assemblies, School Counselling Service, Student Council/Voice.

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Gender Reassignment	All:	Examples of supporting transition, Equality Guidelines, monitoring forms and surveys, Behaviour Policy, bullying log.	Inclusions Policy. Easy access to informed, relevant advice. LGBTQ allies club. Supporting students in their gender identity and choice of pronouns. Decorating school for Pride Month in June.	Awareness of nationally recognised support groups who provide info e.g. Kite Trust, non-gendered facilities, EAP scheme, School Counselling Service.
	Staff:	Equal Opportunities Statement, Recruitment & Selection Policy, Grievance Procedure, non-gendered facilities, policy/guidance for staff transition.	Staff training, clear recruitment processes, EAP scheme.	EAP scheme.
	Pupils:	Achievement data on gender dysphoric pupils, recording all equalities incidents, policy/guidance on pupil transition, incident reports, Governors minutes, Admissions Policy, Bullying log	Anti-bullying to include specifically transgender (see Home Office booklet). Wider curriculum on transgender, School Counselling Service, Student Council/Voice. PSHE Decline in incidents of homophobic or transphobic bullying	Monitor type of bullying, taking seriously the reasons for school refusal and being bullied if gender related, assemblies to promote ethos & diversity, School Counselling Service, Student Council/Voice.

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Pregnancy & Maternity	All:	Equality Guidelines, Harassment & Bullying Policy.	Compliance with Guidelines and Policies, Inclusion Policy.	Ongoing communication and support.
	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 where necessary.	Compliance with legislation, maternity entitlements, Flexible Working Requests / adjustments made. Advert for English post making clear on flexible working potential attracted three times as many applications as standard advert.	Celebration of pregnancies and births, KIT days, invitations to academy events, paternity leave granted, Staff Briefings, Flexible working available at all levels of structure.
	Pupils:	Exclusions Policy, SEN Policy, data available, SSP minutes, student pen portraits, tutor time/PHSE, Admissions Policy, achievement data, adjustment to timetable.	Adjustments to support learning, liaison with other agencies, flexibility over curriculum and exams, curriculum, results analysis, specialist centres, School Counselling Service Student Council/Voice.	Support network from pastoral team, student encouraged to maintain links with school during absence and kept informed of student activities, ongoing communication and support, curriculum, liaison with parents, assemblies, School Counselling Service, Student Council/Voice.

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Age	All:	Equality Guidelines, Harassment & Bullying Policy, Community Cohesions Policy.	Compliance with Guidelines.	Inclusive culture. Reasonably broad age range of staff.
	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.	All events inclusive, CPD inclusive of all age ranges, guest speakers.
	Pupils:	Wider curriculum.	School Counselling Service, Student Council/Voice.	All events inclusive, challenge, school work experience, community volunteers, curriculum progression, guest speakers, assemblies, School Counselling Service, Student Council/Voice.

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Religion and Belief	All:	Equality Guidelines, Behaviour Policy. Assembly focus Morning address	Inclusion Policy, Faith space to be made available, time off for religious observation.	Inclusive culture. Halal meat in canteen
	Staff:	Equal Opportunities Statement, Recruitment & Selection Policy, Grievance Procedure, recruitment and promotion data, 121 meetings with line managers.	Fair recruitment processes, documents translated, facilities for washing, fair recruitment processes. Space made available for prayer during the school day.	Assemblies, Faith space available, time off for religious observation, staff briefings, school's calendar adapted to meet the needs of majority religious group.
	Pupils:	Group Equal Opportunities Student Statement, Admissions Policy, Tutor time.	Wider and RE curriculum, extra-curricular school activities, School Counselling Service, Student Council/Voice. Space made available for prayer during the school day. Religious festivals feature throughout the year as part of morning address.	Students provided with time and space to observe, assemblies, Faith space, time off for religious observation, Mental Health Practitioner, Student Council/Voice, School calendar adapted to meet the needs of majority religious group.

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Sexual Orientation	All:	Equality Guidelines, Community Cohesion Policy, Harassment & Bullying Policy.	Inclusion Policy.	Inclusive culture.
	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, EAP scheme.	Staff briefings, EAP scheme, 121's, assemblies.
	Pupils:	Admissions Policy, Tutor time, incident forms, Governors minutes, comparable attainment data, student exclusion for discriminatory behaviour.	Wider curriculum, data to identify and implement interventions, School Counselling Service, Student Council/Voice. Decline in incidents of homophobic or transphobic bullying LGBTQ Allies Club Book choices	Team work, any needs identified and strategies put in place to support students, assemblies/ guest speakers, Pride and Allies club, Mental Health Practitioner, Student Council/Voice.

Appendix 2 - 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
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

