

RED – high priority. To highlight in red you will have found minimal evidence to demonstrate compliance with the Equality Duty for any particular characteristic. You will need to agree objectives as to how your School can achieve compliance.

YELLOW – medium priority. To highlight in yellow you will have found some evidence to demonstrate compliance and these areas may form part of your objectives.

GREEN – low priority. To highlight in green, you will have found plenty of evidence to demonstrate compliance and it is unlikely that these areas will form part of your action plan.

APPENDIX ONE – EQUALITY ANALYSIS

Protected Characteristic	Group	What evidence do we hold that we <u>eliminate unlawful discrimination, harassment and victimisation?</u>	What evidence do we hold that we <u>advance equality of opportunity</u> with those who share a protected characteristic and those who do not?	What evidence do we hold that we <u>foster good relations with people who share a protected characteristic and those who do not?</u>	What action do we need to take –these will form your objectives (see overleaf)
Race	All:	Equality Objectives, translation of key documents, Anti-Bullying Policy, Behaviour Policy, Prevent Strategy, Code of Conduct.	Inclusion Policy, celebrate diversity through assemblies, curriculum and international celebration events/evenings, anti-bullying Ambassadors, EAL support to students	School activities to promote positive attitude to support protected groups, community activities, provision of translators, Celebrate diversity, School Vision Statement.	Create and maintain vision and policies to enable this. Working towards award for anti-racism and cultural diversity Welcoming culture by translating documents
	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, equality training (staff and governors)	Fair recruitment processes	Include staff with protected characteristics in activities, culture of school, teamwork. Staff briefings, monitoring of workforce Employee Assistance Programme (EAP) Scheme, engagement with people outside of school with special knowledge that could inform the school's approach	Raise awareness of the Equal Opportunities Statement with all staff

	Students:	Admissions Policy, racial incident log, Assembly topic rota, Headteacher's report and Governors minutes, comparable attainment data, PSHRE curriculum SIMS records, analysis of 'micro population groups' as defined by Ofsted, anti-bullying assemblies, worry box, student council	PSHRE Curriculum, Celebration of world events, House competitions and extended school activities, anti-bullying policy, use data to identify groups and implement planned interventions to meet needs, extended school activities to include all groups, EAL support, review exam results to determine actions and interventions, Student mentoring, School Inclusion Team, Student Council/Voice, Evidence showing improvements for specific groups (e.g. decline in racial bullying/abuse)	Monitor types of bullying through logs, content of graffiti, taking seriously reasons for school refusal, celebration assemblies, support national events, display flags from all countries, culture weeks, displaying student leadership photos, Support from Inclusion Team, Student Council/Voice, assemblies and celebration of events (e.g. BLM, Black history month), involvement with local community events and people, if appropriate - Initiatives to deal with tensions between different groups	Proactive planning for contribution to world event celebrations Publicising support and processes for reporting racial incidents Display flags at reception Curriculum review to ensure it's inclusive Get involved with local community events and local PCSO
Disability	All:	Equality Objectives, Harassment & Bullying Policy, Accessibility policy and building adjusted to meet staff and student needs	Inclusion Policy, Equalities Objectives, Disability Discrimination Act (DDA) Compliance. DDA compliance – reasonable adjustments made. students with EHC plan admitted, lift passes provided	Forums and Newsletters. Communications record with parents of children with disabilities and provision for staff under DDA, School Vision Statement. Communication record with parents of children with EHC plan	Update DDA compliance checks Update Accessibility Policy
	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, staff welfare committee, EAP scheme, staff survey, staff counselling, fair recruitment procedures, accessibility policy, H&S committee meetings and minutes, risk assessments and referrals carried out where need identified	Fair and transparent HR processes, Occupational Health screening, reasonable adjustments made, EAP scheme, staff briefings.	
	Students:	SEND Policy, SEND achievement data, data on disabilities and adjustments made, evidence of exam access, interviews with parents, DDA	Assemblies, PSHRE curriculum, parent voice and student voice, School Inclusion Team, student council, TA support as required,	Supporting students with disabilities, staff advised via medical pen pictures, strategies in place, School Inclusion Team,	Curriculum review to ensure inclusive

		compliance, student support from School, Disability & Access Policy, Admissions Policy, PSHRE, analysis of 'micro population groups' as defined by Ofsted.	transition days, evacuation processes	Student Council/Voice, assemblies dealing with relevant issues, Engagement with people who have special knowledge that could inform the school's approach, such as disability equality groups, timetabled plan to aid transition between lessons as appropriate	Student medical pen pictures to be updated and in place Messaging to all that not all disabilities are visible.
Sex	All:	Equality Objectives, Harassment & Bullying Policy, school ethos, child protection and safeguarding policy,	Equality Objectives, Inclusion Policy.	HR policies and procedures,	
	Staff:	Equal Opportunities Statement, Recruitment & Selection Policy, Grievance Procedure, HR data, tribunals, Equal pay claims, cases of whistleblowing, recruitment and promotion data.	CPD access, EAP scheme, Staff survey.	Fair and transparent processes, training availability and attendance, staff briefings, Occupational Health screening, EAP scheme, training availability and attendance, Flexible working.	
	Students:	Admissions Policy, Student results, evidence of improvement, student data, incident forms, Governors minutes, PSHRE, SIMS, assembly and tutor time, analysis of 'micro population groups' as defined by Ofsted, sexist bullying dealt with swiftly	Inclusion, curriculum, assemblies, behaviour policy, School Welfare Service, Student Council/Voice, This Girl Can week, mentoring, celebration of Women's Day,	Curriculum, syllabus data, attendance, assemblies, Support from Inclusion Team, Student Council/Voice, Success Wall, Every Child Matters tracker to monitor level of support and opportunities	Curriculum (and extra-curricular) review to ensure inclusive Student champions Provide a Support from Inclusion Team
Gender Reassignment	All:	Examples of supporting transition, Equality Objectives, monitoring forms and surveys, Harassment & Bullying Policy.	Inclusions Policy. Easy access to informed, relevant advice. Newsletters.	Awareness of nationally recognised support groups who provide info e.g. GIRES and MERMAIDS, Kite Trust. Forums and Newsletters, EAP scheme, Support from Inclusion Team, School Vision Statement, Kite Trust award	Publicise groups Update Inclusions policy
	Staff:	Recruitment & Selection Policy, Grievance Procedure, recruitment and	Staff training, clear recruitment processes, EAP scheme.	EAP scheme, staff briefings, Engagement with people who	Training for staff

		promotion data for transgender, policy/guidance for staff transition.		have special knowledge that could inform the school's approach.	
	Students:	Achievement data on gender dysphoric students, recording all equalities incidents, policy/guidance on student transition, 121 meetings, incident reports, meetings with external agencies, comparable attainment data, SIMS, Admissions Policy.	Anti-bullying to include specifically transgender. PSHRE curriculum on transgender, Support from Inclusion Team, Student Council/Voice, Evidence showing improvements for specific groups (e.g. decline in incidents of homophobic or transphobic bullying)	Monitor type of bullying, content of graffiti, taking seriously the reasons for school refusal and being bullied if gender related, assemblies to promote ethos & diversity, Support from Inclusion Team, Student Council/Voice.	Curriculum review to ensure inclusive Working towards award for LGBTQ+
Pregnancy & Maternity	All:	Equality Objectives, Harassment & Bullying Policy.	Compliance with Guidelines and Policies, Inclusion Policy.	Ongoing communication and support, School Vision Statement.	Engage school with MTPT Project Update vision statement Update inclusion policy
	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, feeding/changing/medical facilities available	Celebration of pregnancies and births, KIT days, invitations to school events, paternity leave granted, Staff Briefings,	Publicise flexi working. Provide Case studies Celebrate SPL and fatherhood as well as motherhood.
	Students:	Exclusions Policy, SEND Policy, data available, student pen pictures, tutor time/PSHRE, Admissions policy, achievement data, adjustment to timetable	Adjustments to support learning, liaison with other agencies, flexibility over curriculum and exams, curriculum, results analysis, specialist centers, Support from Inclusion Team, 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, Support from Inclusion Team, student council/voice, links with external support and agencies	
Age	All:	Equality Objectives, Harassment & Bullying Policy.	Compliance with Guidelines.	School Vision Statement.	

	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, staff survey	All events inclusive, CPD inclusive of all age ranges, community volunteers, guest speakers.	
	Students:	Tutor time, student curriculum.	Support from Inclusion Team, Student Council/Voice, transition process with feeder schools, staff and student surveys, year areas in playground and on 3G	All events inclusive, school work experience, community volunteers, curriculum progression, guest speakers, assemblies, Support from Inclusion Team, Student Council/Voice, access to activities open to all age groups, transition programme for Y6 students, leadership roles.	
Religion and Belief	All:	Equality Objectives, Harassment & Bullying Policy, awards for cultural diversity, Collective worship policy	Inclusion Policy, Faith Room available, time off for religious observation, documents translated.	Community involvement.	
	Staff:	Equal Opportunities Statement, Recruitment & Selection Policy, Grievance Procedure, recruitment and promotion data, 121 meetings with line managers, leave policy.	Fair recruitment processes, Faith Room available, 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, Support from Inclusion Team.	Provide dedicated Faith room space Update school calendar Respect and recognize celebrations from other faiths
	Students:	Group Equal Opportunities Student Statement, Admissions Policy, Tutor time, House competitions, RE and PSHRE lessons.	RE curriculum, use data to identify groups and implement interventions, extended school activities for all, Support from Inclusion Team, Student Council/Voice, Ramadan acknowledged and adjustments made to activities, recognition of	Students provided with time and space to observe, assemblies, community involvement, time off for religious observation, Support from Inclusion Team, Student Council/Voice, School calendar adapted to meet the needs of majority religious group,	Update school calendar Respect and recognize celebrations from other faiths

			Eid, presentations from Holocaust survivor, menu appropriate for all cultures at lunchtime	School activities to promote tolerance, friendship, and understanding of a range of religions and cultures, school uniform designed to meet diversity of the school community (e.g. head scarfs)	
Sexual Orientation	All:	Equality Objectives, Harassment & Bullying Policy.	Inclusion Policy.	School Vision Statement, briefings.	
	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.	
	Students:	Admissions Policy, Tutor time, incident forms, Governors minutes, SIMS, Student Support Panel, student population data – benchmarked against local population data, bullying related to sexual orientation dealt with swiftly.	PSHRE curriculum, data to identify and implement interventions, Support from Inclusion Team, Student Council/Voice, Evidence showing improvements for specific groups (e.g. decline in incidents of homophobic or transphobic bullying)	Team work, any needs identified and strategies put in place to support students, assemblies/guest speakers, Support from Inclusion Team, Student Council/Voice.	Volunteers for a student support panel Analyse local population data