

The Equality Duty 2026-2030

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:	Equality Guidelines, translation of key documents, Diversity Awards, Community Cohesions Policy, Harassment & Bullying Policy.	Inclusion Policy, celebrate diversity.	School activities to promote positive attitude to support protected groups, community activities, celebrate diversity, provision of translators. Principal's communications, celebrate diversity, Academy Vision Statement.	Equality link governor – Liza Eccleston
	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, documents translated.	Include staff with protected characteristics in activities, culture of academy, teamwork, staff briefings, monitoring of workforce EAP Scheme.	Staff training, equalities act as part of safeguarding 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, Votes for School, 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. Student Council/Voice.	Monitor types of bullying, taking seriously reasons for school refusal, celebration assemblies, support national events, Votes for Schools, displaying student photos. School Counselling Service, Student Council/Voice.	Continued SLT monitoring of how pupils with different characteristics are performing with analysis to determine strengths and areas for improvement with associated intended actions.
Disability	All:	Equality Guidelines, Community Cohesions Policy, Anti-Bullying Policy. Accessibility policy, Designated member of SLT for equality.	SEND & Inclusion Policy, Equalities statement, Equality Act Compliance. Equality Act 2010 compliance – reasonable adjustments made. Academy ethos and vision statement. Site is accessibly for all including ramps, lifts and wide corridors.	Forums and Newsletters. Communications record with parents of children with disabilities and provision for staff under the Equality Act 2010, Principal's Broadcast, Academy Vision Statement.	Equality link governor – Liza Eccleston

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Disability (Cont'd)	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, staff welfare committee, EAP scheme, staff survey, staff counselling, fair recruitment procedures.	Fair and transparent HR processes, Occupational Health screening, reasonable adjustments made, EAP scheme, staff briefings.	Staff training, equalities act as part of safeguarding training.

	Pupils:	SEN Policy, SEN achievement data, data on disabilities and adjustments made, evidence of exam access, meetings with parents and pupils, Equality Act 2010 Compliance, student support from Academy, Disability & Access Policy, SEN/School Action Plus, Admissions Policy, analysis of 'micro population groups' as defined by Ofsted.	Assemblies, extended school activities to include all groups, Religion and world views curriculum, parent's coffee mornings and workshops, discussions on tolerance within PSHE curriculum, Votes for School, Promoting school and class family (Conscious Discipline), Student Council/Voice.	Supporting students with disabilities, staff advised via medical care plans, strategies in place, PEEPs in place. Student Leaders, School family and morning meeting.	Continued SLT monitoring of how pupils with different characteristics are performing with analysis to determine strengths and areas for improvement with associated intended actions.
Sex	All:	Equality Guidelines, Community Cohesions Policy, Harassment & Bullying Policy.	HR policies and procedures, Equality Guidelines, Inclusion Policy.	HR policies and procedures, School Family (Conscious Discipline) celebrates diversity. Votes for Schools RSE curriculum Principal's communications celebrater diversity.	Equality link governor – Liza Eccleston
	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, EAP scheme, Staff survey.	Fair and transparent processes, training availability and attendance, staff briefings, Occupational Health screening, EAP scheme.	Staff training, equalities act as part of safeguarding training.
	Pupils:	Admissions Policy, Pupil results, evidence of improvement, pupil data, incident forms, Governors minutes, SIMS, Student Support Panel, tutor time, 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, Votes for Schools Pupil voice RSE curriculum in place to reflect Government policy. Parental consultations regarding RSE curriculum.	Curriculum, syllabus data, training availability and attendance, assemblies, Play therapy, Student Leaders.	Continued SLT monitoring 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:	Examples of supporting transition, Equality Guidelines, monitoring forms and surveys, Community Cohesions Policy, Harassment & Bullying Policy.	Inclusions Policy. Easy access to informed, relevant advice. Newsletters.	Awareness of nationally recognised support groups who provide info e.g. GRES and MERMAIDS. Forums and Newsletters, EAP scheme, School Counselling Service, Academy Vision Statement.	Equality link governor – Liza Eccleston
	Staff:	Equal Opportunities Statement, Recruitment & Selection Policy, Grievance Procedure, recruitment and promotion data for transgender, policy/guidance for staff transition.	Transgender colleague included in Steering Group and policy development. Staff training, clear recruitment processes, EAP scheme.	Include transgender staff at local level policy/process development, EAP scheme, staff briefings.	Staff training, equalities act as part of safeguarding training.
	Pupils:	Achievement data on trans and gender questioning pupils recording all equalities incidents, policy/guidance on pupil transition, incident reports, Governors minutes, Principals report, comparable attainment data, SIMS, Student Support Panels, Admissions Policy, analysis of 'micro population groups' as defined by Ofsted.	Anti-bullying to include specifically transgender anti-bullying (see Home Office booklet). PSHE or citizenship item on transgender equality, School Counselling Service, Student Council/Voice, Students Policy.	Monitor type of bullying, content of graffiti, taking seriously the reasons for school refusal and being bullied if gender reassignment related, assemblies to promote ethos & diversity, School Counselling Service, Student Council/Voice.	Continued SLT monitoring of how pupils with different characteristics are performing with analysis to determine strengths and areas for improvement with associated intended actions.
Pregnancy & Maternity	All:	Equality Guidelines, Harassment & Bullying Policy, Community Cohesions Policy.	Compliance with Guidelines and Policies, Inclusion Policy.	Ongoing communication and support, Academy Vision Statement.	Equality link governor – Liza Eccleston
	Staff:	Equal Opportunities Statement, Recruitment & Selection Policy, Recruitment and promotion data, rate of return post maternity leave,	Compliance with legislation, maternity entitlements, Flexible Working Requests / adjustments made.	Celebration of pregnancies and births, KIT days, invitations to academy	Staff training, equalities act as part of safeguarding training.

		HR policies and procedures, Adoption Policy, Grievance Procedure, tribunals.		events, paternity leave granted, Staff Briefings.	
	Pupils:	Class/School Family. Class/school family meeting. PHSE and RSE Curriculum.	Not Applicable for Primary School Children	Not Applicable for Primary School Children	Continued SLT monitoring 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:	Equality Guidelines, Harassment & Bullying Policy, Community Cohesions Policy.	Compliance with Guidelines.	Academy Vision Statement.	Equality link governor – Liza Eccleston
	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, community volunteers, guest speakers.	Staff training, equalities act as part of safeguarding training.
	Pupils:	Class/school family meetings. School curriculum.	Play therapy, Student Leaders. School family meetings celebrate diversity.	All events inclusive, school work experience, community volunteers, curriculum progression, guest speakers, assemblies Principal's communications celebrate diversity.	Continued SLT monitoring of how pupils with different characteristics are performing with analysis to determine strengths and areas for improvement with associated intended actions.

Religion and Belief	All:	Equality Guidelines, Community Cohesions Policy, Harassment & Bullying Policy, awards for cultural diversity.	Inclusion Policy, Faith Room available, time off for religious observation.	Principal's communications celebrate diversity, community involvement. Guest speakers Visits to places of worship.	Equality link governor – Liza Eccleston
	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, 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, Academy Vision Statement.	Staff training, equalities act as part of safeguarding training.
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>	Continued SLT monitoring of how pupils with different characteristics are performing with analysis to determine strengths and areas for improvement with associated intended actions.
Religion & Belief (Cont'd)	Pupils:	Group Equal Opportunities Student Statement, Admissions Policy, School/class family meetings.	Religion and Worldviews Curriculum, use data to identify groups and implement interventions, extended school activities for all, Votes for Schools, Student Leaders.	Assemblies, community involvement, time off for religious observation, Student leaders, School calendar adapted to meet the needs of majority religious group.	Continued SLT monitoring of how pupils with different characteristics are performing with analysis to determine strengths and areas for improvement with associated intended actions.
Sexual Orientation	All:	Equality Guidelines, Community Cohesion Policy, Harassment & Bullying Policy.	Inclusion Policy.	Academy Vision Statement, briefings.	Equality link governor – Liza Eccleston

	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, TD days, 121's, assemblies.	Staff training, equalities act as part of safeguarding training.
	Pupils:	Admissions Policy, School/class family meetings, 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, RSE curriculum, votes for Schools, data to identify and implement interventions, play therapy, student leaders, school family meetings celebrate diversity. Principal's communications celebrate diversity.	Team work, any needs identified and strategies put in place to support students, assemblies/ guest speakers, play therapy, student leaders, school family meetings celebrate diversity. Principal's communications celebrate diversity.	Continued SLT monitoring 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: The attendance rates of pupils with SEND will increase to 95% by July 2027.

Why we have chosen this objective:

Analysis of school attendance data shows that pupils with SEND have lower attendance rates than their peers. This can limit access to learning opportunities, social experiences and wider school life. Improving attendance will help ensure these pupils can fully access the curriculum and achieve positive outcomes.

To achieve this objective we plan to:

Analyse attendance data for SEND pupils and identify those at risk of persistent absence.
Meet with families of pupils whose attendance falls below 90% to identify barriers and agree support plans.
SEND coffee mornings termly to connect parents with the local offer.
Work with external agencies where attendance concerns are linked to medical, social and emotional or family needs.
Report attendance data and impact of interventions to governors.

Progress we are making towards achieving this objective:

Equality Objective 2: To increase participation and engagement of disadvantaged pupils in wider school life and enrichment opportunities by July 2027.

Why we have chosen this objective:

We recognise that some disadvantaged pupils may face barriers to participating fully in wider school life, including educational visits, enrichment activities, extra-curricular clubs, leadership opportunities and pupil voice activities. The school is committed to ensuring that all pupils can access the full range of opportunities available.

To achieve this objective we plan to:

Half termly tracking of club participation.
Use of Pupil Premium Funding to remove financial barriers to participation, including clubs, trips and visits.
Promote enrichment opportunities directly to identified families.
Coffee mornings to help families engage with the local offer.
Monitor participation in leadership roles throughout school.
Gather pupil voice to understand barriers and adapt provision accordingly.

Progress we are making towards achieving this objective: