

Westerton Primary Academy



Equality Analysis

PROTECTED CHARACTERISTIC	GROUP	EVIDENCE: Eliminate unlawful discrimination, harassment and victimisation between people who share a protected characteristic and those who do not share it.	EVIDENCE: Advance equality of opportunity between people who share a protected characteristic and people who do not	EVIDENCE: Foster good relations between people who share a protected characteristic and those who do not share it	ACTION
Age	All	<ul style="list-style-type: none"> • School values. • Equality Policy and Principles. • Inclusion Policy. • Curriculum: PSHRE. • Citizenship awards. • Preventative curriculum. • Equal opportunities statement. • Recruitment and Selection Policy. • HR Policies and Procedures. • CPD. 	<ul style="list-style-type: none"> • School values: promote the principle of equal value. • Compliance with guidelines. • Compliance with legislation • CPD: attendance records. • Transition processes. • Data shared at transitions. • Meetings to inform and support transition for new pupils. 	<ul style="list-style-type: none"> • Community Events: • Bonfire night. • Parent open days. • Mother's/ Father's Day. • Christmas Party. • Family Learning events. • School production. • Care Home visits. • Church production. • Assemblies. • Pupil voice groups. • CPD inclusive of all age ranges. • Guest speakers. 	



PROTECTED CHARACTERISTIC	GROUP	EVIDENCE: Eliminate unlawful discrimination, harassment and victimisation	EVIDENCE: Advance equality of opportunity	EVIDENCE: Foster good relations	ACTION
Disability	All	<ul style="list-style-type: none"> • School values. • Equality Policy and Principles. • Equal opportunities statement. • Inclusion Policy. • Compliance with Equality Act. • Recruitment and Selection Policy. • HR Policies and Procedures. • HR data retention. • Risk assessments (WASP). • SIMS data retention. • Accessibility Plan. • SEND Policy. • Anti-Bullying Policy. • Curriculum: PSHRE. • Health & Social Care. • Risk assessments for pupils with medical needs. • Examination arrangements. • Assessment services, i.e. dyslexia screening. 	<ul style="list-style-type: none"> • School values: promote the principle of equal value. • Accessibility and Disability Action Plan. • Leodis Support Service. • Wellbeing Support Team. • Signposting to outside support agencies. • Assemblies. 	<ul style="list-style-type: none"> • Consultation with parents: questionnaire and then reasonable adjustments made. • Fundraising events for charities • Parents' Evenings • Consultation with new staff: medical questionnaire and then reasonable adjustments. made. • Care First info advice & guidance service. • Staff training. • Support plans. • LSS Family Support Worker. • Mentors. 	<ul style="list-style-type: none"> • Continuous review of accessibility plan and identified actions to meet the needs of all pupils and staff in line with individual pupil risk assessments or WASPS. • Continue to source external professionals as required.



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Gender reassignment	All	<ul style="list-style-type: none"> • School values. • Anti-Bullying Policy. • Recruitment and Selection Policy. • Grievance Policy and Procedures. • Curriculum: PSHRE. 	<ul style="list-style-type: none"> • School values: promote the principle of equal value. • Clear recruitment processes. • Family Support Worker. • Wellbeing Support Team. • Pupil voice groups. • Behaviour & Safety monitoring. 	<ul style="list-style-type: none"> • Assemblies to promote values, understanding, rights and diversity. • Pupil voice groups. 	<ul style="list-style-type: none"> • Promote awareness of nationally recognised support groups.
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PROTECTED CHARACTERISTIC	GROUP	EVIDENCE: Eliminate unlawful discrimination, harassment and victimisation	EVIDENCE: Advance equality of opportunity	EVIDENCE: Foster good relations	ACTION
Marriage and civil partnerships	All	<ul style="list-style-type: none"> • School values; • Equality Policy and Principles; • Curriculum: PSHRE. • Recruitment and Selection Policy. • Grievance Policy and Procedures. • HR Policies and Procedures. 	<ul style="list-style-type: none"> • School values: promote the principle of equal value. • Wellbeing Support Team. • Pupil voice groups. • Compliance with guidelines. • Compliance with legislation. 	<ul style="list-style-type: none"> • Assemblies to promote values, understanding, rights and diversity. • Pupil voice groups. • Consultation with new staff. 	



Pregnancy and maternity	All	<ul style="list-style-type: none"> • School values. • Inclusion Policy. • Equal opportunities statement. • Equality Policy and Principles. • Recruitment and Selection Policy. • Grievance Policy and Procedures. • Risk assessment (WASP). • Curriculum: PSHRE. • Assemblies. • Health & Social Care. • Revised timetable/ duties. 	<ul style="list-style-type: none"> • Compliance with legislation. • Compliance with guidelines and legislation. • KIT: return to work days. • Adjustments to working hours. • School nurse. • Wellbeing Support Team. • Signpost to outside support agencies. • Curriculum support. 	<ul style="list-style-type: none"> • Ongoing communication and support. • KIT days. • Paternity leave. • Care First info advice & guidance service. • Family Support Worker. 	Leodis Academies Trust Westerton Primary Academy
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PROTECTED CHARACTERISTIC	GROUP	EVIDENCE: Eliminate unlawful discrimination, harassment and victimisation	EVIDENCE: Advance equality of opportunity	EVIDENCE: Foster good relations	ACTION
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Race	All	<ul style="list-style-type: none"> • School values. • Equal opportunities statement. • Inclusion Policy. • Equality Policy and Principles. • Recruitment and Selection Policy. • Grievance Policy and Procedures. • Anti-bullying Policy. • Racial incident log (HIRS). • Anti-bullying assemblies. • Concern form / procedures for reporting (website). • Whole school curriculum: bias/ generalisations past and present. • Curriculum: <ul style="list-style-type: none"> ○ PSHRE. ○ Preventative curriculum. 	<ul style="list-style-type: none"> • School values: promote the principle of equal value. • Anti-bullying strategies/ awareness. • Pupil voice groups. • Curriculum support. • Knowledge of local and national issues. • Assemblies. • Wellbeing Support Team. 	<ul style="list-style-type: none"> • Care First info, advice & guidance service. • Cultural events. • Cultural visits. • Pupil voice groups. • Assemblies. • Religious observation. • Pupil survey. • Coffee mornings/ events. 	<p>Ensure ambition of the curriculum is realised.</p> <ul style="list-style-type: none"> • Knowledge, understanding and tolerance is consistently demonstrated throughout the school and into the local community.
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As above

<p>Religion or belief</p>	<p>All</p>	<ul style="list-style-type: none"> • School values. • Equal opportunities statement. • Recruitment and Selection Policy. • Grievance Policy and Procedures. • Anti-bullying and Harassment Policy. • Anti-bullying assemblies. • Concern form / procedures for reporting (website). • Whole school curriculum: bias/ generalisations past and present. • Curriculum: <ul style="list-style-type: none"> ○ RE. ○ PSHRE. ○ Preventative curriculum. 	<ul style="list-style-type: none"> • School values: promote the principle of equal value. • Compliance with guidelines and legislation. • RE curriculum. • Class assemblies: reflection. • Anti-bullying strategies/ awareness. • Wellbeing Support Team. 	<ul style="list-style-type: none"> • Assemblies. • External speakers. • Religious observation. • Pupil voice groups. • Pupil survey. • School Uniform. • Pupils provided with the space to observe. • Support/ meetings for parents/ carers. 	
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Sex	All	<ul style="list-style-type: none"> School values Equal opportunities statement Inclusion Policy Anti-bullying Policy Recruitment and Selection Policy. HR Policies and Procedures Grievance Policy and Procedures. Data: recruitment and promotion. Sex and Relationships Education Policy. PSHRE. 	<ul style="list-style-type: none"> Curriculum: PSHRE. Pupil voice groups. 	<ul style="list-style-type: none"> PSHRE training for staff. Parent/ carer meetings to share curriculum content. Parent/ carer rights. 	
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Sexual orientation	All	<ul style="list-style-type: none"> School values. Equal opportunities statement. Inclusion Policy. Anti-bullying Policy. Recruitment and Selection Policy. HR Policies and Procedures. Grievance Policy and Procedures. 	<ul style="list-style-type: none"> School values: promote the principle of equal value. <ul style="list-style-type: none"> Curriculum: PSHRE. Family Support Worker. Wellbeing Support Team. Pupil voice groups. 	<ul style="list-style-type: none"> Pupil voice groups. Care First info advice & guidance service. SRE training for staff. 	