

Blackgates Primary Academy

Equality Analysis



Blackgates
Primary Academy

PROTECTED CHARACTERISTIC:	GROUP	EVIDENCE: Eliminate unlawful discrimination, harassment and victimisation between people who share a protected characteristic and people who do not.	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 people who do not.	ACTION:
Age	All	<ul style="list-style-type: none"> Ethos and values. Equality Duty Statement. Inclusion Policy. Positive Regard behaviour policy Equality Policy 	<ul style="list-style-type: none"> Mission Statement: Promote the principle of equal value. Compliance with guidelines. School logo 'Everyone Matters'. 	<ul style="list-style-type: none"> Community Events: <ul style="list-style-type: none"> Summer Fayre. Year 6 school productions, EYFS & Year 1 Christmas nativity, KS2 & Year 2 Christmas church concert (St. Mary's church), Christmas fair, Harvest festival, EYFS Easter bonnet parade Friends' of the School meetings and events (e.g. Halloween disco, Valentine's disco) 	<ul style="list-style-type: none"> Monitor to ensure no unfavourable treatment to pupils or staff due to age.
	Staff	<ul style="list-style-type: none"> Equal opportunities statement. Recruitment and Selection Policy. HR policies and procedures. CPD. 	<ul style="list-style-type: none"> Compliance with legislation. CPD: attendance records. 	<ul style="list-style-type: none"> CPD inclusive of all age ranges. Team ethos, not hierarchy. CPD/ staff meetings Assemblies 	

	Pupils	<ul style="list-style-type: none"> • Curriculum. • Picture News weekly sessions. • PSHE twice a week lessons. • Citizenship. • 2 -11 school ages: all as important as each other. • Positive Regard behaviour approach. 	<ul style="list-style-type: none"> • Transition process: <ul style="list-style-type: none"> o Year 6 to Year 7 is well embedded with feeder schools. • Data collected at transition evenings used to inform support/ intervention for all pupils. 	<ul style="list-style-type: none"> • Assemblies: Guest speakers and pupil voice. • School council: pupil voice. • Parent consultations throughout the year. • 'Meet the Teacher' session for pupils and parents to meet new teacher ahead of September. • Transition days in new class ahead of September. • Transition document for SEND pupils to take home. • Teachers of old and new classes to meet during Transition days to inform new teach of class information ahead of September. • Pupils invited to share outside school achievements or interests in celebration assembly. • Teachers to celebrate pupils work in celebration assembly; parents invited. • Clubs offered for all pupils from year 1 – year 6. Not appropriate for lower ages. 	<ul style="list-style-type: none"> • Positive Regard Behaviour approach reviewed regularly. (Reviewed Jan 2026).
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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"> Ethos and values. Equal opportunities statement. Disability Equality Scheme. Inclusion Policy. Compliance with Equality Act regulations. 	<ul style="list-style-type: none"> Mission Statement: Promote the principle of equal value. School logo 'Everyone Matters'. 	<ul style="list-style-type: none"> Consultation with new parents, e.g. questionnaire and reasonable adjustments then made. Fundraising events for charities. 	<ul style="list-style-type: none"> Continue to raise awareness for all pupils of disabilities via assemblies, PSHE lessons, Picture News sessions, year group or class workshops, trips. Good, supportive communication between home and school. Opportunities for parent/ pupil voice to be shared. Ensure all children have access to the school's full curriculum.
	Staff	<ul style="list-style-type: none"> Recruitment and Selection Policy. HR policies and procedures. HR data. Risk assessments re medical support. SIMS data. Inclusion Chartermark. 	<ul style="list-style-type: none"> Accessibility and Disability Action Plan. 	<ul style="list-style-type: none"> Consultation with new staff: medical questionnaire and reasonable adjustments then made. Staff training. 	
	Pupils	<ul style="list-style-type: none"> Accessibility Plan. SEND Policy. Anti-Bullying and Harassment Policy. Curriculum: PSHE 	<ul style="list-style-type: none"> Leodis Support Service. Family Support Worker. Signposting to outside support. 	<ul style="list-style-type: none"> Support plans, including SaLT programmes. Pupil Passports (voice); these are shared X3/ year 	<ul style="list-style-type: none"> Events calendar.

		<ul style="list-style-type: none"> • Picture News weekly sessions. • Risk assessments / health care plans for pupils with medical needs. • SaLT programmes. • Examination arrangements. • Positive Regard behaviour approach. 	<ul style="list-style-type: none"> • Agencies. • Mentoring. • Assemblies. 	<ul style="list-style-type: none"> • with parents/ carers. • Regular parent consultations for pupils who are on a support plan. • LSS Family Support. • Pupil voice. • Assemblies linked to global and national events. • Communication between SENCo/ SaLT/ OT/ class teacher team and other professionals. 	
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PROTECTED CHARACTERISTIC:	GROUP	EVIDENCE: Eliminate unlawful discrimination, harassment and victimisation	EVIDENCE: Advance equality of opportunity	EVIDENCE: Foster good relations	ACTION:
Gender reassignment	All	<ul style="list-style-type: none"> Ethos and values. Anti-Bullying and Harassment Policy. 	<ul style="list-style-type: none"> School logo 'Everyone Matters'. Mission statement: Promote the principle of equal value. 	.	<ul style="list-style-type: none"> Promote awareness of nationally recognised support groups. Arrange and deliver LGBTQ+ training in accordance with the UK law and Fundamental British Values. Challenge stereotypes through direct teaching (in PSHE lessons) and indirect teaching. To ensure up to date statutory guidance is followed.
	Staff	<ul style="list-style-type: none"> Recruitment and selection Policy. Grievance Policy and Procedures. 	<ul style="list-style-type: none"> Clear recruitment processes. 	<ul style="list-style-type: none"> Clear recruitment processes. SAS Wellbeing 	<ul style="list-style-type: none"> Ensure staff use terminology correctly and sensitively and be able to challenge prejudices.
	Pupils	<ul style="list-style-type: none"> Curriculum: PSHE and RSE. Picture News weekly sessions. Positive Regard behaviour approach. 	<ul style="list-style-type: none"> Family Support Worker. Pupils voice (worry box in classrooms/ ask it basket/ Zones of Regulation during PSHE lessons). 	<ul style="list-style-type: none"> Assemblies to promote ethos and diversity. Pupil voice: school council PSHE & Picture News curriculum and lessons. 	<ul style="list-style-type: none"> Put books on this theme into the curriculum.

			<ul style="list-style-type: none"> • Pastoral Team. • Pastoral support from all staff. 	<ul style="list-style-type: none"> • Pupils have weekly access to a wide range of books on this subject in the school library. 	
Marriage and civil ceremonies	All	<ul style="list-style-type: none"> • Ethos and values • Inclusion Policy 	<ul style="list-style-type: none"> • Compliance with legislation 		<ul style="list-style-type: none"> • Check that there are no policies or practises which could result in unfair or less favourable treatment. • Different relationships within society are taught directly and indirectly through the PSHE scheme, which is frequently updated.
	Staff	<ul style="list-style-type: none"> • Attendance Policy includes both marriage and civil ceremonies. • Recruitment policy • Equal opportunities statement 	<ul style="list-style-type: none"> • Assemblies. • RE. 		<ul style="list-style-type: none"> • Forced marriage awareness is addressed through staff training
	Pupils	<ul style="list-style-type: none"> • Curriculum: PSHE • Diversity Workshops • Picture News weekly sessions. • Assemblies linked to national and global events. 	<ul style="list-style-type: none"> • Assemblies. • RE lessons • PSHE lessons 	<ul style="list-style-type: none"> • Diversity Workshops from outside the school community. • Assemblies linked to cultural/ global and national events. 	

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Pregnancy and maternity	All	<ul style="list-style-type: none"> Ethos and values. Inclusion Policy. Curriculum: PSHE and RSE. 	<ul style="list-style-type: none"> Compliance with legislation. 	<ul style="list-style-type: none"> Ongoing communication and support. 	
	Staff	<ul style="list-style-type: none"> Equal opportunities statement. Recruitment and Selection Policy. Grievance Policy and Procedure. Risk assessment. One to one meetings. 	<ul style="list-style-type: none"> Compliance with guidelines and legislation. Return to work days. Keep in touch days. Adjustments to working hours. Head teacher/ key staff keep in touch. 	<ul style="list-style-type: none"> KIT days. Maternity/ Paternity leave. Care First info advice & guidance service. SAS wellbeing HR support 	<ul style="list-style-type: none"> Create bespoke risk assessment for pregnant member of staff.
	Pupils	<ul style="list-style-type: none"> PSHE curriculum RSE curriculum 	<ul style="list-style-type: none"> Compliance with legislation and guidance Pastoral support Contact with external agencies for support 	<ul style="list-style-type: none"> Good home/ social communication 	<ul style="list-style-type: none"> Deliver RSE/ Sex education age appropriately.
Race	All	<ul style="list-style-type: none"> Ethos and values. Equal opportunities statement. Inclusion Policy. 	<ul style="list-style-type: none"> School logo 'Everyone Matters'. Mission statement: Promote the principle of equal value. 	<ul style="list-style-type: none"> Black History Awareness month. 	<ul style="list-style-type: none"> Promote awareness and understanding for all pupils through PSHE and RE lessons, assemblies and visitors to school. Promote awareness of different cultures and communities through PSHE, RE curriculum and indirectly through English

					curriculum (stories). <ul style="list-style-type: none"> • Provide communication from school to home so accessible to parent/ carers. E.g. translated letters in first language.
	Staff	<ul style="list-style-type: none"> • Equal opportunities statement. • Recruitment and Selection Policy. • Grievance Policy and Procedure. 	<ul style="list-style-type: none"> • Diversity in recruitment – HR. 	<ul style="list-style-type: none"> • Leave of absence for cultural/ religious events. • assemblies 	
	Pupils	<ul style="list-style-type: none"> • Anti-bullying and Harassment Policy. • Racial incident log. • Anti-bullying assemblies. • Report a concern form. • Curriculum: PSHE. • Black History Awareness month. • Picture News weekly sessions. • Positive Regard behaviour approach. 	<ul style="list-style-type: none"> • Anti-bullying Week. • Mentoring. • Key individuals in subjects, e.g. Nelson Mandela in History 	<ul style="list-style-type: none"> • Assemblies linked to global and national events. • Time off for religious observation. • Cultural days/ events. • School council – pupil voice. • Anti-Bullying week. • Pupil voice survey 	<ul style="list-style-type: none"> • Events calendar. • Black History month 2026

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Religion or belief	All	<ul style="list-style-type: none"> Ethos and values. 	<ul style="list-style-type: none"> School logo 'Everyone Matters'. Mission Statement: Promote the principle of equal values. 	<ul style="list-style-type: none"> Translators for parents. 	
	Staff	<ul style="list-style-type: none"> Equal opportunities statement. Recruitment and Selection Policy. Grievance Policy and Procedure. 	<ul style="list-style-type: none"> Compliance with guidelines and legislation. 	<ul style="list-style-type: none"> Assemblies: Outside speakers. Time off for religious observation. 	
	Pupils	<ul style="list-style-type: none"> Anti-bullying and Harassment Policy. Anti-bullying assemblies. Report a Concern Box. Picture News weekly sessions. Positive Regard behaviour approach. 	<ul style="list-style-type: none"> RE curriculum. Anti-bullying week. 	<ul style="list-style-type: none"> Assemblies. Time off for religious observation. Pupil survey. School Uniform. Pupils provided with the space to observe if needed. Visits to places of worship. 	<ul style="list-style-type: none"> Increased number and wider range of visits to places of worship. Guest speakers of religious faiths/ beliefs backgrounds. Events calendar.

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Sex	All	<ul style="list-style-type: none"> Ethos and values. Equal opportunities statement. Inclusion Policy. Anti-bullying and Harassment Policy. 	<ul style="list-style-type: none"> School logo 'Everyone Matters'. Mission Statement: Promote the principle of equal values. 		
	Staff	<ul style="list-style-type: none"> Equal opportunities statement. Recruitment and Selection Policy. HR Policies and Procedures. Grievance Policy and Procedures. Data: recruitment and promotion. 			<ul style="list-style-type: none"> Recent RSE training for staff. Promote Fundamental British values
	Pupils	<ul style="list-style-type: none"> PSHE. Picture News weekly sessions. Positive Regard behaviour approach. 	Compliance with most recent legislation, guidance and policies. Clear recruitment processes.	PSHE training	<ul style="list-style-type: none"> PREVENT training

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Sexual orientation	All	<ul style="list-style-type: none"> Ethos and values. Equal opportunities statement. Inclusion Policy. Anti-bullying and Harassment Policy. 	<ul style="list-style-type: none"> School logo 'Everyone Matters'. Mission Statement: Promote the principle of equal values. 		<ul style="list-style-type: none"> Embed a positive environment for all whereby gender stereotypes and gendered expressions are not used.
	Staff	<ul style="list-style-type: none"> Equal opportunities statement. Recruitment and Selection Policy. HR Policies and Procedures. Grievance Policy and Procedure. 		<ul style="list-style-type: none"> SAS wellbeing 	<ul style="list-style-type: none"> Training/ meeting for staff to embed a positive environment for all whereby gender stereotypes and gendered expressions are not used.
	Pupils	<ul style="list-style-type: none"> Ethos and values. Picture News weekly sessions. Positive Regard behaviour approach. 	<ul style="list-style-type: none"> PSHE sessions Family Support Worker. Mentoring. 	<ul style="list-style-type: none"> PSHE lessons Good communication with parents/ class teacher/ Safeguarding team. 	