Hill Top 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 those who do not share it.	EVIDENCE: Foster good relations between people who share a protected characteristic and those who do not share it.	ACTION
Age	All	• Ethos and values: The 5 Cs. • Behaviour curriculum. • Inclusion/ SEND Policy. • Equality statement. • Equality Policy.	• Mission statement. • Compliance with guidelines. • Compliance with policies.	• School events with donations to charities. • KS1 Christmas production. • EYFS Christmas singalongs. • St. Marys Church: Harvest, Christmas and Easter. • FOHT meetings and events.	• Continue to check and monitor that there are no practices which could result in unfair and less favourable treatment of such staff and pupils due to age.
	Staff	• Equal opportunities statement. • Recruitment and Selection Policy. • HR Policies and Procedures. • CPD.	• Compliance with legislation. • CPD: attendance records. • Assembly annual calendar	• Assemblies. • PSHE lessons. • CPD/staff meetings.	

…Age continued.	Pupils	• Curriculum. • PSHE lessons. • Assembly themes.	• Transition meetings within school as well as transition meeting re: Year 6 to Year 7. • Plans put in place early to support pupils for September. • SENDCo meet new Reception parents in July to inform support/ interventions for all pupils	• SEND meetings take place in the summer term prior to Reception starting in September. • Two Transition sessions of meet your new teacher in July. • Transition paperwork completed by current teacher prior to meetings with next teacher. • Transition process: Year 6 to Year 7 is well embedded with feeder schools. • Data shared by school is used to inform of support/ intervention for current children. • Transition SEND/ CP documents are sent to High School end of July. • CPOMS data is sent to high school within 7 days of children being on roll. • Parent consultations throughout the year.	

PROTECTED CHARACTERISTIC	GROUP	EVIDENCE: Eliminate unlawful discrimination, harassment and victimisation	EVIDENCE: Advance equality of opportunity	EVIDENCE: Foster good relations	ACTION
Disability	All	• Ethos and values. • Equal opportunities statement. • Disability Equality Scheme. • Inclusion Policy. • Compliance with Equality Act regulations.	• Mission statement. • Promote the principle of equal value.	• Consultation with new parents: meeting prior to new academic year. • Support plans showing reasonable adjustments. • 3 x annual meetings with Parents whose children are on a support plan. • Fundraising events for charities.	• Continue to raise awareness for all pupils of disabilities via assemblies, PSHE lessons, the use of stories and visitors into school. • Holding assemblies dealing with relevant issues. • Removing disadvantages for pupils and staff with disabilities. • Continue to provide opportunities throughout the year for parental/pupil voice to be shared. • Ensure that home/ school communication is timely, thorough and supportive. • Ensure inclusion for all. • All children have access to the full curriculum.
	Staff	• Recruitment and Selection Policy. • HR Policies and Procedures. • HR data. • Risk assessments re medical support. • SIMS data.	• Accessibility and Disability Action Plan. • Signpost to Occupational Health.	• Individual WASPs with consultation: reasonable adjustments/ adaptations made.	
	Pupils	• Accessibility Plan. • SEND Policy. • Anti-Bullying Policy. • Curriculum: PSHE. • Health & Social Care. • Health care plans for pupils with medical needs. • External support from the VI Team. • Examination arrangements. • IPRAs. • SaLT caseload/ programmes.	• Leodis Support Service. • Signposting to outside support agencies: e.g. SaLT, SENIT, SENDACT. • Pastoral support. • Assemblies.	• Consultation with new parents: meeting prior to new academic year. • Support plans showing reasonable adjustments. • Pupil passport/ pupil voice 3x a year. • 3 x annual meetings with Parents whose children are on a support plan. • LSS referrals/ support. • FFI/ EHCP reviews. • Communication between SENCo/ SaLT.	

PROTECTED CHARACTERISTIC	GROUP	EVIDENCE: Eliminate unlawful discrimination, harassment and victimisation	EVIDENCE: Advance equality of opportunity	EVIDENCE: Foster good relations	ACTION
Gender reassignment	All	• Ethos and values: The 5 Cs. • Anti-bullying Policy.	• Mission statement. • Promote the principle of equal value.	• Ongoing communication and support.	• Schedule and deliver targeted training around LGBTQ+ in accordance with UK law and Fundamental British Values. • Stereotypes challenged through implicit and explicit curriculum. • Provide opportunities for children to share worries and have a voice in a confidential way. • Promote LSS support available for children who wish to access it. • To ensure that all up to date statutory guidance is followed and all people are treated with tolerance and respect.
	Staff	• Recruitment and Selection Policy. • Grievance Policy and Procedures.	• Clear recruitment processes.	• Clear and thorough recruitment processes. • SAS wellbeing.	• Ensure staff use terminology correctly and sensitively and be able to challenge student/parental prejudices.
	Pupils	• Curriculum: PSHE.	• Pastoral support from all staff. • Pupil voice (ask it baskets/ school council).	• PSHE curriculum/ lessons. • LSS referrals/ support. • SLT. • Assembly themes/ calendar.	
Marriage and civil partnership	All	• Ethos and values. • Inclusion Policy.	• Compliance with legislation.	• Ongoing communication.	• Continue to check and monitor that there are no practices which could result in unfair and less favourable treatment of such staff and pupils • The variety of relationships within society are taught implicitly and explicitly through the PSHE scheme.
	Staff	• Equal opportunities statement. • Recruitment and Selection Policy. • Grievance Policy and Procedures.	• Clear recruitment processes.	• Clear and thorough recruitment processes.	• Forced marriage awareness is addressed through staff training.
	Pupils	• PSHE curriculum.	• Assembly calendar. • PSHE lessons. • RE lessons.	• PSHE lessons. • Assembly themes.	

PROTECTED CHARACTERISTIC	GROUP	EVIDENCE: Eliminate unlawful discrimination, harassment and victimisation	EVIDENCE: Advance equality of opportunity	EVIDENCE: Foster good relations	ACTION
Pregnancy and maternity	All	• Ethos and values. • Inclusion Policy.	• Compliance with legislation.	• Ongoing communication and support.	
	Staff	• Equal opportunities statement. • Recruitment and Selection Policy. • Grievance Policy and Procedures. • Risk assessment: WASP. • One to one meetings with Principal.	• Compliance with legislation and guidance. • Keeping in touch days. • Well being check ins by Principal/key staff. • Adjustments to contracts.	• Maternity/paternity leave. • KIT days. • Planned return to school. • Care First information advice & guidance service. • HR support where needed. • SAS wellbeing.	• Deliver the RSE/ Science education age appropriately. • Create a WASP if member of staff is pregnant.
	Pupils	• PSHE curriculum. • RSE curriculum. • Health and social care.	• Compliance with legislation and guidance. • Pastoral support. • Signposting to external agencies.	• LSS support. • Strong communication with home/social care.	
Race	All	• Ethos and values. • Equal opportunities statement. • Inclusion Policy.	• Mission statement. • Promote the principle of equal value.	• Ongoing communication and support.	• Promote awareness for all pupils of identity via PSHE and RE lessons, assemblies and visitors to school • Promote awareness of communities and cultures through stories, visitors, assemblies, PSHE and RE lessons including festivals and celebrations • Provide information in an accessible format for all the people in the school community. This may include having letters translated into a parent's first language or a member of staff explaining letters or other written reports to parents or carers with SEND.
	Staff	• Equal opportunities statement. • Recruitment and Selection Policy. • Grievance Policy and procedure.	• Diversity in recruitment – HR.	• Care First information advice & guidance service. • Leave of absence for religious observance. • Assemblies.	
	Pupils	• Anti-bullying Policy. • Racial incident log. • Anti-bullying assemblies/ lessons. • PHSE curriculum. • Report a concern- CPOMS.	• Anti bullying week. • Black history month. • Key people identified in subjects, e,g. Artists/ scientists.	• Anti-bullying week. • Assembly themes. • Leave of absence for religious observance. • Pupil voice survey. • School council. • Cultural days and visits.	

PROTECTED CHARACTERISTIC	GROUP	EVIDENCE: Eliminate unlawful discrimination, harassment and victimisation	EVIDENCE: Advance equality of opportunity	EVIDENCE: Foster good relations	ACTION
Religion or belief	All	• Ethos and values.	• Mission statement. • Promoting the principle of equal value.	• Translators for parents	
	Staff	• Equal opportunities statement. • Recruitment and Selection Policy. • Grievance Policy and Procedures.	• Compliance with legislation and guidance.	• Assemblies. • Visitors to school. • Leave of absence for religious observance.	
	Pupils	• Anti-bullying Policy. • Anti-bullying assemblies. • Report a Concern Form: CPOMS.	• Religious Education curriculum. • Anti bullying week. • Black history month. • PSHE curriculum.	• Assemblies. • Leave of absence for religious observation. • Pupil voice/ survey. • Year 6 Playground pals. • School Council. • School Uniform. • Pupils provided with the space to observe if needed.	
Sex	All	• Ethos and values. • Equal opportunities statement. • Inclusion Policy. • Anti-bullying Policy.	• Mission statement. • Promoting the principle of equal value.		• Raise awareness for all pupils of differing religions via RE lessons, assemblies, PSHE and visitors into school. • Promoting Fundamental British Values • Introduce the new RE curriculum
	Staff	• Equal opportunities statement. • Recruitment and Selection Policy. • HR Policies and Procedures.. • Grievance Policy and Procedures. • Data: recruitment and promotion.	• Compliance with legislation, guidance and policies. • Clear recruitment processes.	• PSHE training: liaise with subject leader.	• PREVENT Agenda
	Pupils	• RSE Policy.	• PSHE curriculum. • RSE curriculum.	• PSHE lessons from Reception: age appropriate and progressive Letters informing Parents and opportunities for Parents to speak to staff re: curriculum.	

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Sexual orientation	All	• Ethos and values. • Equal opportunities statement. • Inclusion Policy. • Anti-bullying Policy.	• Mission statement. • Promoting the principle of equal value.	• Ethos and mission statement.	• Schedule and deliver targeted training tackling gendered expressions and begin to foster an environment where pupils are not expected to align with boy/girl stereotypes.
	Staff	• Equal opportunities statement. • Recruitment and Selection Policy. • HR Policies and Procedures. • Grievance Policy and Procedures.	• Compliance with legislation, guidance and policies. • Clear recruitment processes.	• SAS wellbeing.	
	Pupils	• Ethos and values.	• PSHE curriculum. • Pastoral support.	• PHSE lessons. • LSS referral. • Talk and Draw intervention.	