

East Ardsley Primary Academy

Equality Analysis



East Ardsley
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 Statement. Inclusion Policy. 	<ul style="list-style-type: none"> Mission Statement: Promote the principal of equal value. Compliance with guidelines. 	<ul style="list-style-type: none"> Family Learning events School production and concerts. Friends' of the School meetings and events. 	<ul style="list-style-type: none"> Review Inclusion Policy.
	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. Staff mix of all ages. 	<ul style="list-style-type: none"> Monitor staff ages at recruitment.
	Pupils	<ul style="list-style-type: none"> Curriculum. PSHRE. 	<ul style="list-style-type: none"> Transition process: <ul style="list-style-type: none"> Year 6 to Year 7 is well embedded with feeder schools. Nursery and Reception induction is well organised and includes home visits. Data collected at transition evenings used to inform support/intervention for new pupils. 	<ul style="list-style-type: none"> Transition books. Home visits. Meetings and visits organised. Whole school transition week. 	<ul style="list-style-type: none"> CPD focus for summer term 2023.

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"> • Accessibility Policy. • 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. 	<ul style="list-style-type: none"> • Reasonable adjustments. • Fundraising events for charities. • Priority seating for events. 	<ul style="list-style-type: none"> • Continual review of provision in line with DDA.
	Staff	<ul style="list-style-type: none"> • Recruitment and Selection Policy • HR policies and procedures. • HR data. • Risk assessments re medical support. • SIMS data. 	<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. • Well-being App. • Staff training. 	
	Pupils	<ul style="list-style-type: none"> • Accessibility Plan. • SEND Policy. • Behaviour Policy. • Curriculum: PSHRE. • Risk assessments for pupils with medical needs. • Universal provision. 	<ul style="list-style-type: none"> • Leodis Support Service. • Family Support Worker. • Signposting to outside support agencies. • Mentoring. • Assemblies. 	<ul style="list-style-type: none"> • Support plans. • LSS Family Support Worker. 	

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. Behaviour Policy. 	<ul style="list-style-type: none"> Mission Statement: Promote the principle of equal value. 		<ul style="list-style-type: none"> Promote awareness of nationally recognised support groups.
	Staff	<ul style="list-style-type: none"> Recruitment and selection policy. Grievance policy and procedure. 	<ul style="list-style-type: none"> Clear recruitment processes. 		
	Pupils	<ul style="list-style-type: none"> Curriculum: PSHRE. 	<ul style="list-style-type: none"> Pastoral Team in school. Family Support Worker. 	<ul style="list-style-type: none"> Curriculum to explore thoughts and feelings around gender. Pastoral support. 	
Marriage and civil ceremonies	All	<ul style="list-style-type: none"> Ethos and values. 	<ul style="list-style-type: none"> Recognition in school admin. Mission Statement: Promote the principle of equal value. 		
	Staff	<ul style="list-style-type: none"> Ethos and values. Recruitment and Selection Policy. Grievance Policy and Procedures. 	<ul style="list-style-type: none"> Clear recruitment processes. Policies and procedures. 		
	Pupils	<ul style="list-style-type: none"> Ethos and values. PSHRE curriculum. 	<ul style="list-style-type: none"> Discussed in relation to families and accepting of difference. 	<ul style="list-style-type: none"> Circle Time used to discuss issues as they arise in school. Pastoral support. 	

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Pregnancy and maternity	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"> • Ongoing communication and support. 	
	Staff	<ul style="list-style-type: none"> • Equal opportunities statement. • Recruitment and Selection Policy. • Grievance Policy and Procedure. • Risk assessment. 	<ul style="list-style-type: none"> • Compliance with guidelines and legislation. • Return to work days. • Adjustments to working hours. 	<ul style="list-style-type: none"> • KIT days. • Paternity leave. • Individual meetings and flexibility. • Informed of all recruitment opportunities whilst on maternity/paternity leave. 	
Race	All	<ul style="list-style-type: none"> • Ethos and values • Equal opportunities statement. • Inclusion Policy. 	<ul style="list-style-type: none"> • Mission Statement: Promote the principle of equal value. 		
	Staff	<ul style="list-style-type: none"> • Equal opportunities statement. • Recruitment and Selection Policy. • Grievance Policy and Procedures. 	<ul style="list-style-type: none"> • Compliance with guidelines and legislation. 	<ul style="list-style-type: none"> • Staff share their cultural heritage and beliefs with children at key times of year e.g. Eid. 	
	Pupils	<ul style="list-style-type: none"> • Behaviour Policy. • Anti-bullying week in school. • Curriculum: PSHRE. 	<ul style="list-style-type: none"> • Anti-bullying Week. • Curriculum. 	<ul style="list-style-type: none"> • Assemblies • Time off for religious observation. • Pupil survey • Curriculum. • Circle time. 	

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Religion or belief	All	<ul style="list-style-type: none"> Ethos and values. 	<ul style="list-style-type: none"> Mission Statement: Promote the principle of equal value. 	<ul style="list-style-type: none"> 	
	Staff	<ul style="list-style-type: none"> Equal opportunities statement. Recruitment and Selection Policy. Grievance Policy and Procedures. 	<ul style="list-style-type: none"> Compliance with guidelines and legislation. 	<ul style="list-style-type: none"> Time off for religious observation. 	<ul style="list-style-type: none"> Chaplaincy offer from Rev Mark Watson.
	Pupils	<ul style="list-style-type: none"> Behaviour Policy. Anti-bullying assemblies. 	<ul style="list-style-type: none"> RE curriculum. PSHRE curriculum. Anti-bullying week. 	<ul style="list-style-type: none"> Assemblies. Time off for religious observation. Pupil survey. 	
Sex	All	<ul style="list-style-type: none"> Ethos and values. Equal opportunities statement. Inclusion Policy. Behaviour Policy. 		<ul style="list-style-type: none"> 	
	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"> PSHRE training for staff 	
	Pupils	<ul style="list-style-type: none"> Sex and Relationships Education Policy. PSHRE. 	<ul style="list-style-type: none"> PSHRE 		

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Sexual orientation	All	<ul style="list-style-type: none"> • Ethos and values. • Equal opportunities statement. • Inclusion Policy. • Behaviour Policy. 	<ul style="list-style-type: none"> • Mission Statement: Promote the principle of equal value. 	<ul style="list-style-type: none"> • Support and acceptance for all members of the community. 	
	Staff	<ul style="list-style-type: none"> • Equal opportunities statement. • Recruitment and Selection Policy. • HR Policies and Procedures. • Grievance Policy and Procedures. 		<ul style="list-style-type: none"> • SRE training for staff. 	
	Pupils	<ul style="list-style-type: none"> • Ethos and values. 	<ul style="list-style-type: none"> • PSHRE • Family Support Worker. 	<ul style="list-style-type: none"> • Pastoral team support. • Circle time. 	