



Barnsley Academy

The best in everyone™

Part of United Learning

Barnsley Academy

Equality Policy



Barnsley Academy

Farm Road, Barnsley. S70 3DL

Tel: 01226 284606

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Introduction

This policy sets out Barnsley Academy approach to promoting equality, as defined within the Equality Act (2010). We understand equality to mean treating everyone with equal dignity and worth valuing their particular characteristics such as age, disability, gender, ethnicity, religion or belief, sexual orientation and socio-economic circumstances. We further understand that treating people equally does not necessarily involve treating them all the same. Our policies, procedures and activities must not discriminate but are differentiated, as appropriate to take account of differences (of life-experience, outlook, background and the barriers and disadvantages which people may face), in order to ensure equal opportunity for all.

We recognise that inequality can be experienced in a variety of ways such as through outcomes, access to services, the degree of independence needed to make decisions affecting lives and inequality of treatment, including in relation to employment, through direct or indirect discrimination or disadvantage imposed by other individuals, groups, institutions or systems, intentionally or inadvertently.

The Equality Act's provisions cover all aspects of school life such as the treatment of:

- students and prospective students
- parents and carers
- employees and governors
- local community
- visitors

The Equality Act 2010 has simplified anti-discrimination laws by having a single equality Act. This makes it easier for people to understand and comply with the law. The 2010 Act has also strengthened protection in some situations.

The act covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the act protects everyone against unfair treatment.

The protected characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

The Equality Act makes it unlawful to treat someone differently, both through direct or indirect discrimination, harassment or victimisation and by failing to make reasonable adjustment for a disabled person.

Since 6 April 2011 all public bodies including:

- local authorities
- schools, colleges and other state-funded educational settings including academies have been bound by the Public Sector Equality Duty.

Age applies to a school as an employer but not with regard to the treatment of students and prospective students.

We are bound by the Public Sector Equality Duty to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity; and
- foster good relations

The general duty is supported by specific duties; these are to:

- Publish information which demonstrates our compliance with the duty to have due regard for the three aims of the general duty and to annually repeat this.
- Prepare and publish our specific and measurable objectives to achieve the three aims of the duty and undertake this no later than in four years' time.

Aims and Values

We strive at Barnsley Academy to celebrate diversity, ensure that students are valued and supported equally irrespective of background or personal circumstances and provide all students with equality of opportunity in order to promote the highest possible standards of personal and academic achievement.

Equality of opportunity applies to all members of our community – students, staff, governors, parents and community members.

The Academy oppose all forms of prejudice and discrimination, particularly relating to disability, gender, sexual orientation, race, religion and ethnicity and we take measures to quickly and effectively tackle and record incidents if they arise.

Students are educated to celebrate diversity, have respect for their own and other people's rights and have awareness of other people's differing lifestyles, perspectives and opinions.

All staff foster a positive atmosphere of mutual respect and trust among students from all ethnic groups.

Procedures are in place to ensure that all forms of discrimination, bullying and/ or harassment of staff or students are dealt with promptly, firmly and fairly in line with relevant United Learning guidance such as anti-bullying and dealing with racist incidents. All forms of harassment are recorded, monitored and dealt with in line with relevant Academy policies. Other key related documents that support our Equality Policy include our Academy anti-bullying policy, safeguarding and child protection policy, whistle-blowing policy and SEND policy.

Our policy is also guided by the Equality Act 2010 and the Public sector equality duty.

Expectations of stakeholders:

- Everyone must be properly prepared for lessons
- Everyone must be on time for lessons
- Students must follow staff instructions
- Everyone should engage with their learning and work to the best of their ability
- Treat others as you yourself like to be treated
- Everyone must have due regard for other people's needs, perspectives and rights

This code of conduct allows all stakeholders to remain safe from emotional and physical harm and to develop as learners and positive contributors to the community and our society. It also enables the academy to meet the needs of all, taking account of gender, ethnicity, culture, religion, language, sexual orientation, age, ability, disability and social circumstances. We believe that it is important to meet the diverse needs of students to ensure inclusion for all so that all students are prepared for full and positive participation in a culturally diverse society of people with a wide range of needs, opinions and abilities.

Our commitment to race equality including religion and beliefs:

This policy has been written to meet the Academies' statutory duties under the Race Relations Amendment Act 2000. General and specific duties are required as follows:

- We recognise our statutory duty to
- eliminate unlawful racial discrimination
- promote equality of opportunity
- promote good relations in all areas of Academy life between people of different racial groups

We endeavour to:

- ensure that all students and staff are encouraged and able to achieve their full potential
- respect and value differences between people
- prepare students for life in a diverse society
- acknowledge the existence of racism and take steps to prevent it. Ensure clear procedures are in place to ensure that staff deal with all forms of bullying and harassment promptly and that action is taken in line with the Local Authority guidelines
- recognise that diversity has a positive role to play within the Academy
- ensure that staff foster a positive atmosphere of mutual respect and trust among students from all ethnic groups
- cater for dietary and dress requirements of different religious groups
- enable students and staff to celebrate festivals and other events relevant to their particular faith and actively encourage all students to understand these
- educate stakeholders that intolerant behaviour is always unacceptable. All of our policies reflect a commitment to equal opportunities, including race equality
- train staff to deal effectively with bullying, racist incidents, racial harassment and prejudice

Our commitment to gender equality:

We aim to ensure that schemes of work reflect non-stereotypical issues. We challenge out of date biased stereotypical attitudes towards gender. The Governing body will eliminate unlawful discrimination and harassment on the grounds of sex and promote equality of opportunity between women and men on our staff.

Gender reassignment:

We ensure that staff or students at the Academy are not discriminated against because:

- of gender reassignment as a transsexual. Staff or students may prefer the description transgender person or trans male or female. A wide range of people are included in the terms 'trans' or 'transgender' – transgender in this context means someone proposed to change their gender or have done so
- someone thinks someone is transsexual – discrimination by perception is not tolerated
- someone is connected to a transsexual person, or someone wrongly thought to be transsexual – discrimination by association

The Academy will work with members of staff, student and carers in contexts where someone is treated differently (but lawfully) due to gender reassignment. A possible example of this is competitive sport as outlined in the Quality and Human Rights Commission 2018.

Our commitment to age equality:

Barnsley Academy wish to be recognised by the community as an organisation which provides good employment for people of different ages. We wish individuals who apply to us as an employee or as a trainee to know that they will receive fair treatment and be treated solely on their ability.

Therefore our policies aim to ensure that people of different ages receive treatment that is fair, equitable and consistent with their skills and abilities.

Barnsley academy is fully committed to promoting equality of opportunity in all ages. All people have a right to equality of opportunity irrespective of their age.

Our commitment to equality for those who are pregnant or on maternity leave:

Barnsley Academy follow and are committed to the United Learning Maternity Leave and Pay Policy. Key aspects of this policy include:

- up to 52 weeks statutory maternity leave regardless of length of service
- transparent and open discussions of flexi and part time working
- the right to return to a job after taking Statutory Maternity Leave. Any job will carry seniority, pension rights and terms and conditions not less favourable than those which would have applied had the employee not been absent

Our commitment to equality regardless of sexual orientation:

We ensure that staff and students are not discriminated against because:

- they are heterosexual, gay, lesbian or bisexual
- someone thinks they have a particular sexual orientation – discrimination by perception
- they are connected to someone who has a particular sexual orientation – discrimination by association

In the Equality Act 2010, sexual orientation includes how you choose to express your sexual orientation, such as through your appearance or the places you visit and we support staff and students with this except for any breaches of law or conduct as outlined in our staff code of conduct and safeguarding policy. Students also are required to abide by the School's uniform policy/requirements.

Disability

The term 'disabilities' covers a wide range of conditions including physical and mobility difficulties, deaf and hard of hearing, blind and partially sighted, specific learning difficulties including dyslexia, medical conditions and mental health problems. Some disabilities may be long-term; others may be temporary.

We offer a supportive environment for any employee and students with a disability and we always endeavour to make reasonable and necessary adjustments to improve access and inclusion for all of our stakeholders.

Barnsley Academy:

- are committed to taking positive action to welcome persons with disabilities and to enable them to reach their full potential
- will, in all policies, procedures and activities, including strategic planning and resource allocation, provide consideration to the means of enabling disabled students' participation in all aspects of the academic and social life of the organisation
- will meet our statutory requirements under the DDA not to discriminate against persons with a disability either in the process of recruitment or whilst employed/studying at the Academy
- will give clear information and advice about the practical issues, which may be encountered by an individual in their chosen programme of study.

Harassment

Harassment is defined as unwanted behaviour (verbal or physical) that may be personally humiliating, offensive, abusive or intimidating. Harassment can occur in areas of race, ethnic origin, nationality, sex, sexuality, religious or political convictions, age and disabilities. It can also involve bullying linked to inequalities of status and position; gender and sexuality; race and ethnicity.

We aim to achieve a culture which is free from harassment and to foster this by ensuring:

- staff and students are able to challenge all forms of harassment
- incidents are dealt with quickly and effectively
- individuals have the confidence and support to bring complaints without fear of ridicule or reprisal
- individuals take personal responsibility to ensure that the dignity of students and staff is not abused or demeaned

Good Practice includes:

Teaching and Learning

- All students have access to the mainstream curriculum
- Teachers ensure that the classroom is an inclusive environment in which students feel all contributions are valued
- Teaching is responsive to students' needs, with the teacher taking positive steps to include all groups or individuals
- Student grouping in the classroom is planned and varied. Allocations to teaching groups are kept under continual review and are analysed by ethnicity, gender and background
- Teaching styles include collaborative learning so that students appreciate the value of working together. All students are encouraged to question, discuss and collaborate in problem-solving tasks
- Teachers encourage students to become independent and to take responsibility for their own learning
- Teachers challenge stereotypes and foster students' critical awareness and concepts of fairness, enabling them to detect bias and challenge inequalities
- Resources and displays reflect the experience and backgrounds of students, promote diversity and challenge stereotypes in all curriculum areas. They are reviewed regularly to ensure that they reflect the inclusive ethos of the Academy

Curriculum

Curriculum planning takes account of the ethnicity, backgrounds and needs of all students. The curriculum builds on students' starting points and is differentiated appropriately to ensure the inclusion of:

- students learning English as an additional language
- students from minority ethnic groups
- students who are gifted and talented
- students with special educational needs
- students who are looked after by the local authority
- students who are at risk of disaffection and exclusion

The Academy will monitor and evaluate effectiveness in providing an appropriate curriculum for students of all backgrounds. Each area of the curriculum is planned to incorporate the principles of equality and to promote positive attitudes to diversity.

All subjects contribute to the spiritual, moral, social and cultural development of all students. The content of the curriculum reflects and values diversity. It encourages students to explore bias and to challenge prejudice and stereotypes.

Extra-curricular activities and special events (e.g. productions) cater for the interests and capabilities of all students and take account of parental concerns related to religion and culture.

Attainment and Progress

- The Academy have equally high expectations of all students and is committed to encouraging and enabling all student to achieve the highest standards
- The Academy recognise and value all forms of achievement

- Student attainment and progress are monitored by ethnicity and evaluated to identify trends and patterns of underachievement
- Action is taken to remove disparities between different groups of students
- All methods of assessment are monitored to ensure that they are, as far as possible, free of cultural or linguistic bias
- All students are appropriately supported in assessments so that they are able to show fully both what they know and what they can do
- Particular attention is paid to identifying and meeting the needs of groups that are particularly disadvantaged

Personal Development and Pastoral care

- The pastoral support system takes account of religious and ethnic differences, and the experiences and needs of refugee and asylum-seeker children
- The Academy provide appropriate support for EAL students and encourages them to use their home and community languages
- The Academy take into account, and meets the needs of, Traveller and Forces students
- All students are provided with appropriate career advice and guidance
- Work experience providers are asked to demonstrate their commitment to Equal Opportunities. Placements are monitored
- Support is given to victims and perpetrators of harassment and unacceptable behaviour. External agencies are used, where appropriate

Behaviour, Discipline and Exclusion

- Our procedures for disciplining students and managing behaviour are fair and applied equally to all
- It is recognised that cultural background may affect behaviour. The Academy take this into account when dealing with incidents of unacceptable behaviour
- All staff operate consistent systems of rewards and discipline
- Exclusions and attendance are monitored and action is taken in order to reduce gaps between different groups of students
- Students, staff and parents are aware of procedures for dealing with harassment. They know that any language or behaviour which is racist, sexist, homophobic or potentially damaging to any minority group is always unacceptable and will be challenged and sanctioned as appropriate

Admissions and Attendance

- The admissions policy and criteria are equally open to students from particular racial groups
- The admissions process is monitored to ensure that it is administered consistently and fairly
- Provision is made for leave of absence for religious observance. This includes staff as well as students
- Pupil attendance is monitored by according to vulnerable groups, including ethnicity

Staff Recruitment

- The Academy adhere to recruitment and selection procedures which are fair, equal and in line with statutory duties and United Learning guidelines
- Steps are taken to encourage people from under-represented groups to apply for positions at all levels in the staff structure
- Steps are taken to ensure that everyone associated with the Academy are informed of the contents of this policy. New staff are familiar with it as part of their induction programme
- The skills of all staff, including non-teaching and part-time staff, are recognised and valued
- All staff are given status and support and are encouraged to share their knowledge
- Staff information and regular professional development activities are available for all staff members to support their practice in relation to this policy
- Staff and visitors provide a wide range of role models and reflect the diversity of the local and wider community

- Ethnic Monitoring of Employees: we routinely monitor job applications and staff by grade and by ethnic groups

Partnership with Parents/Carers and the Community

- Progress reports to parents/carers are accessible and appropriate, in order to ensure that all parents/carers have the opportunity to participate in the dialogue
- All parents/carers are encouraged to participate at all levels in the full life of the Academy
- Information and meetings for parents/carers are made accessible for all.
- Parental involvement is monitored to ensure the participation of all groups
- The Academy works in partnership with parents/carers and the community to address specific incidents and to develop positive attitudes to difference
- The Academy take steps to encourage the involvement and participation of under-represented groups of parents/carers and sections of the community
- Information material for parents/carers is easily accessible in user-friendly language and is available in languages and formats other than English, as appropriate
- Informal events are designed to include the whole community and at times may target minority or marginalised groups
- Our premises and facilities are equally available and accessible for use by all groups within the community

Responsibilities for Equal Opportunities Policy

The Governing Body will:

- Ensure that the Academy comply with all legislation including Race Relations legislation, enforces general and specific duties. The Equality Act 2010 and public sector equality duty will guide Academy policy on equal opportunities
- Ensure that the policy and its related procedures and strategies are implemented

The Principal will:

- Work in partnership with the governing body to ensure that the policy and related procedures and strategies are implemented
- Ensure that all staff are aware of their responsibilities under the policy and are given appropriate training and support so that they can fulfil their responsibilities
- Treat seriously all incidents of discrimination and harassment, including racial discrimination and take disciplinary action against staff or students who racially discriminate
- Ensure that additional grants and resources are appropriately targeted and monitored
- Identify a member of staff responsible for co-ordinating racial equality work and dealing with reported incidents of racism or racial harassment

All staff will:

- Deal with incidents of discrimination, harassment and racist incidents and know how to identify and challenge racial bias and stereotyping
- Ensure that they do not discriminate on any grounds, including racial grounds
- Keep up to date with all equal opportunities legislation, including Race Relations Legislation

Teaching staff (In addition to All staff) will:

- Ensure that students from all vulnerable groups, including racial groups have full access to the curriculum
- Promote equality for all and diversity through teaching and through relation with students, staff, parents and the wider community
- Monitor teaching and curriculum developments to ensure high expectations of all students and appropriate breadth of content in relation to the Academy and the wider community

Visitors and contractors will:

- Be aware of and comply with the Academies equal opportunities policy in relation to discrimination, harassment and race equality.

Procurement and Contractors

The Academy will take steps to ensure that when we buy services from another organisation, that organisation will comply with equality legislation. This will be a significant factor in selection during any tendering process. We will also ensure that any equipment we procure will comply with equality legislation. Any contractors visiting the academy will be made aware of this Equality Statement on arrival and will be required to operate within the requirements.

Monitoring, Reviewing and Assessing Impact.

The School's Equality Policy is supported by a Single Equality Scheme and includes targets for promoting equality. The policy will be regularly monitored and reviewed by staff and governors to ensure that it is effective in eliminating discrimination, promoting access and participation, equality and good relations between different groups, and that it does not disadvantage particular sections of the community. Any pattern of inequality found as a result of impact assessment will be used to inform future planning and decision-making.

The Principal will provide monitoring reports for review by the Governing Body annually.

This policy links to other policies and in general the principles of equality will apply to all other school policies.

Concerns or complaints

In the first instance a senior member of staff should be contacted. If issues or concerns remain unresolved these should be raised in accordance with the Academy's Complaints Policy.

Appendix 1

Equality Analysis and Objectives

Protected Characteristic	Group	What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?	What evidence do we hold that we advance equality of opportunity with those who share a protected characteristic and those who do not?	What evidence do we hold that we foster good relations with people who share a protected characteristic and those who do not?	What action do we need to take
Race	All	Translation of key documents; equality guidelines; grievance procedure; exclusions policy; harassment and bullying policy; Academy values; complaints policy; equal opportunities policy & statement; group ethos; vision and values; group disciplinary procedure; group equality guidelines; group race and equality policy.	Inclusion policy; celebrate diversity; the Academy values.	School activities to promote a positive attitude to support protected groups; community lettings; celebrate diversity, Academy values; staff employed to support the academy in translation of documents and in meetings.	None
	Staff	Equal opportunities statement; equality guidelines; recruitment and selection policy; teachers and support staff pay policies; grievance procedures; HR data; record of cases; one to one meetings with line managers; Regional HR Business Partner advice and support; group dignity at work policy; group flexible working policy	Those with protected characteristics included in policy development; a fair and transparent recruitment process, document's translation	Include staff with protected characteristics in activities; the culture of the Academy; team work; staff briefings; member of staff leading employee engagement; monitoring of workforce; EAP scheme	Recruitment monitoring (Oct 2016) Full staff review comparing roles/people (m/f) to ensure those on the same scale are on the same salary.
	Students	Admissions policy; student equality data; racial incident reporting ; LGB minutes; comparable attainment data; SIMS records; analysis of 'micro population groups' as defined by Ofsted.	Tutor time; behaviour policy; using data to identify groups and implement planned interventions to meet needs; extended school activities to include all groups; EAL support and intervention; review of exam results to determine	Teachers encouraged to discuss this issue in KS4 texts. Monitor types of bullying through sims, content of graffiti, support	

			actions and interventions; student mentoring, counselling; Student Council.	national events. Display of flags from all countries.	
Disability	All	Harassment & bullying policy; DDA compliance; Academy vision & values; complaints policy; equal opportunities policy & statement; group ethos; group disciplinary procedure; group equality guidelines and grievance procedure.	Inclusion policy, equalities statement, accessibility plan, DDA compliance, Academy values.	Forums;, newsletters; communication records with parents of children with disabilities and provision for staff under DDA; Academy values	
	Staff	Equal opportunities statement; equality guidelines; recruitment & selection policy; grievance procedure; HR data; recruitment and promotion data; support plans and information on phased returns; workplace adaptations; return to work meetings; group disability statement; group dignity at work policy; group SEN and inclusion policy; group flexible working policy.	CPD access, dialogue with unions and other local forums; EAP scheme; staff survey; fair recruitment procedures.	Fair and transparent HR processes; occupational health screening; reasonable adjustments made;, EAP scheme; staff briefings; member of staff leading employee engagement.	Recruitment monitoring (Oct 2016)
	Pupils	SEN & disability policy and report; data on disabilities and adjustments; evidence of exam access arrangements; DDA compliance; student support from the Academy; accessibility plan, admissions policy; analysis of 'micro population groups' as defined by Ofsted.	Assemblies; ACE days; discussions on tolerance; counselling service, Student Council.	Supporting students with disabilities various strategies in place; counselling service; Student Council; tutor time to address issues of discrimination.	
Sex	All	Complaints policy; equal opportunities policy & statement; group ethos, vision and values; group disciplinary procedure, group equality guidelines; group grievance procedure; harassment & bullying policy, Academy values.	Equality guidelines; inclusion policy; Academy values	HR policies and procedures, Academy Values.	
	Staff	Equal opportunities statement, recruitment & selection policy; grievance procedure; HR data;	CPD access for all staff; EAP scheme; staff survey	Fair and transparent processes; training availability and	Recruitment monitoring (Oct 2016)

		tribunals; one to one meetings with line managers; whistleblowing policy; group dignity at work policy, group flexible working policy		attendance; staff briefings; EAP scheme.	
	Students	Admissions policy; student results; evidence of improvement in all student results; pupil data; incident reports on SIMS; tutor time; analysis of 'micro population groups' as defined by Ofsted.	Inclusion; curriculum; assemblies; behaviour policy; counselling service; Student Council	Syllabus data; training; attendance monitoring; assemblies; counselling service; Student Council; tutor time to address issues of discrimination.	
Gender Reassignment	All	Complaints policy; equal opportunities policy & statement; group ethos; vision and values; group disciplinary procedure; group equality guidelines; group grievance procedure; harassment & bullying policy; Academy values.	Inclusion policy	Awareness of nationally recognised support groups who provide information e.g. Gires and Mermaids. Forums and newsletters, EAP scheme, counselling service, Academy vision.	
	Staff	Equal opportunities statement; recruitment & selection policy; grievance procedure; recruitment and promotion data for transgender; policy/guidance for staff transition; group dignity at work policy.	Staff training; clear recruitment processes; EAP scheme; relevant advice from transgender colleague.	EAP scheme	
	Students	Recording all equalities incidents; policy/ guidance on student transition; incident reports; admissions policy	Counselling service; Student Council; students' policy.	Monitor types of bullying, content of graffiti; counselling service; student council; tutor time to address issues of discrimination.	
Pregnancy & Maternity	All	Complaints policy; equal opportunities policy & statement; group ethos, vision and values; group disciplinary procedure; group equality guidelines; group grievance procedure; harassment & bullying policy; Academy values; group maternity leave & pay	Compliance with guidelines and policies; inclusion policy	On-going communication and support; Academy vision	

		policy; group parental leave policy; group adoption leave & pay policy; group paternity leave & pay policy			
	Staff	Equal opportunities statement; recruitment & selection policy; recruitment and promotion data including the rate of return post maternity leave; HR policies and procedures: adoption policy; grievance procedure; group dignity at work policy; group flexible working policy	Compliance with legislation; maternity entitlements; flexible working requests/adjustments; health & safety risk assessments.	Celebration of pregnancies and births; KIT days encouraged; invitations to academy events; paternity leave; staff briefings.	Recruitment monitoring (Oct 2016)
	Students	Exclusions policy; admissions policy; SEN & Disability policy; achievement data; adjustments to timetable; ACE days	Adjustments to support learning; liaison with other agencies; flexibility over curriculum and exams; results analysis; specialist support for pregnant students through alternative off site education provision; counselling service.	Support network from pastoral team; student encouraged to maintain links with school during absence and kept informed of student activities; on-going communication and support; liaison with parents; assemblies; Ace days; counselling service; Student Council; tutor time to address issues of discrimination.	
Age	All	Complaints policy; equal opportunities policy & statement; group ethos, vision and values; group disciplinary procedure; group equality guidelines; group grievance procedure; harassment & bullying policy; community cohesions policy.	Compliance with age equality guidelines.	Academy values.	
	Staff	Equal opportunities statement; recruitment & selection policy; grievance procedure; recruitment &	Compliance with age equality guidelines.	All events inclusive; CPD inclusive of all age ranges;	Recruitment monitoring (Oct 2016)

		promotion data; age profile of staff; HR policies/guidance; CPD availability and attendance; Academy values; group dignity at work policy; group flexible working policy.		community volunteers; guest speakers.	
	Students	Child protection policy		All events inclusive; school work experience; community volunteers; curriculum progression; guest speakers' assemblies; Student Council; tutor time to address issues of discrimination.	
Religion and Belief	All	Complaints policy; equal opportunities policy & statement, group ethos, vision and values; group disciplinary procedure; group equality guidelines; group grievance procedure; harassment & bullying policy; Academy values; group race and equality policy	Inclusion policy; Faith Room available; time off for religious observation.	Community links; lettings	
	Staff	Equal opportunities statement; recruitment & selection policy; grievance procedure; recruitment and promotion data; one to one meetings with line managers; group dignity at work policy.	Fair recruitment processes; adapted facilities for washing; Faith Room available; fair and transparent recruitment processes; prayer time permitted.	Assemblies; awareness and community involvement; Faith Room available; time off for religious observation; staff briefings; Academy's calendar adapted to meet the needs of majority religious groups; Academy vision.	Recruitment monitoring (Oct 2016)
	Students	Group equal opportunities statement; admissions policy.	Utilise data to identify groups and implement interventions; extended school activities for all; counselling service; Student Council.	Students provided with time and space for religious observations; Faith Room; counselling service; Academy's calendar adapted to meet	

				the needs of majority religious groups; counselling; Student Council; tutor time to address issues of discrimination.	
Sexual Orientation	All	Complaints policy; equal opportunities policy & statement; group ethos, vision and values; group disciplinary procedure; group equality guidelines; group grievance procedure; harassment & bullying policy; Academy values.	Inclusion policy	Academy values; briefings	
	Staff	Equal opportunities statement; recruitment & selection policy; grievance procedure; one to one meetings with line managers; grievance outcomes; group dignity at work policy.	EAP scheme; fair recruitment processes.	Staff briefings; EAP scheme; one to one meetings with line managers; assemblies	
	Students	Admissions policy; tutor time; incident analysis from Sims; LGB minutes; comparable attainment data; SIMS; student exclusion for discriminatory behaviour; analysis of 'micro population groups' as defined by Ofsted.	Counselling; Student Council	Team work, any needs identified and strategies put in place to support students; assemblies; guest speakers;; counselling service; Student Council.	

