

<b>PROTECTED CHARACTERISTIC</b>	<b>GROUP</b>	<b>EVIDENCE: Eliminate unlawful discrimination, harassment and victimisation</b>	<b>EVIDENCE: Advance equality of opportunity between people who share a protected characteristic and people who do not</b>	<b>EVIDENCE: Foster good relations between people who share a protected characteristic and those who do not share it</b>	<b>ACTION</b>
Age	All	Vision and Values Equality Duty Statement Inclusion Policy	Mission Statement - promote the principal of equal value Compliance with guidelines	Community Events - Senior Citizens' Christmas Party Family Learning events School production and concerts Friends' of the School meetings and events	
	Staff	Equal opportunities statement Recruitment and Selection Policy HR policies and procedures CPD	Compliance with legislation CPD – attendance records	Assemblies Form Time programme Student Leadership Group – student voice CPD inclusive of all age ranges	
	Students	Curriculum Form time PSHRE Citizenship (form time and Year 9)	Transition process – Year 6 to Year 7 is well embedded with feeder schools Data collected at transition evenings used to inform support/intervention for new students	Assemblies Work experience Guest speakers Student Leadership Group – student voice Summer school for Year 6 students to support their move to the Academy	Careers work KS3 & 4 and Sixth Form curriculum
Disability	All	Vision and Values Equal opportunities statement Disability Equality Scheme Inclusion Policy Compliance with Equality Act regulations	Mission Statement - promote the principal of equal value	Consultation with new parents – questionnaire Reasonable adjustments Fundraising events for charities Signer at Parents' Evenings	Refurbishment works – will comply with DDA standards.
	Staff	Recruitment and Selection Policy HR policies and procedures. HR data Risk assessments re medical support SIMS data Inclusion Chartermark	Accessibility and Disability Action Plan	Consultation with new staff – medical questionnaire; reasonable adjustments made Care First info advice &	

<b>PROTECTED CHARACTERISTIC</b>	<b>GROUP</b>	<b>EVIDENCE: Eliminate unlawful discrimination, harassment and victimisation</b>	<b>EVIDENCE: Advance equality of opportunity between people who share a protected characteristic and people who do not</b>	<b>EVIDENCE: Foster good relations between people who share a protected characteristic and those who do not share it</b>	<b>ACTION</b>
				guidance service Staff training	
	Students	Accessibility Plan SEND Policy Anti-Bullying and Harassment Policy Curriculum – PSHRE Health & Social Care Risk assessments for students with medical needs. Examination arrangements	Leodis Support Service Family Support Worker Signposting to outside support agencies Mentoring Assemblies	Support plans Buddying scheme Family Support Worker Mentors	
Gender reassignment	All	Vision and Values Anti-Bullying and Harassment policy	Mission Statement - promote the principal of equal value		Promote awareness of nationally recognised support groups
	Staff	Recruitment and selection policy Grievance policy and procedure	Clear recruitment processes		
	Students	Curriculum - PSHRE	Family Support Worker Student Leadership Group/Voice Vice Principal – Behaviour & Safety HoYs	Assemblies to promote vision and values, and diversity Student Leadership Group/Voice	

<b>PROTECTED CHARACTERISTIC</b>	<b>GROUP</b>	<b>EVIDENCE: Eliminate unlawful discrimination, harassment and victimisation</b>	<b>EVIDENCE: Advance equality of opportunity</b> between people who share a protected characteristic and people who do not	<b>EVIDENCE: Foster good relations</b> between people who share a protected characteristic and those who do not share it	<b>ACTION</b>
Pregnancy and maternity	All	Vision and Values Inclusion policy	Compliance with legislation	Ongoing communication and support	
	Staff	Equal opportunities statement Recruitment and Selection Policy Grievance Policy and Procedure Risk assessment One to one meetings with Vice Principal	Compliance with guidelines and legislation Return to work days Adjustments to working hours	KIT days Paternity leave Care First info advice & guidance service	
	Students	Curriculum – PSHRE Special arrangements for exams Health & Social Care Revised timetable	School nurse Pastoral support Signpost to outside support agencies Curriculum support	Family Support Worker Pastoral team support – student encouraged to maintain links during absence; ongoing communication and support	
Race	All	Vision and Values Equal opportunities statement Inclusion Policy	Mission Statement - promote the principal of equal value		
	Staff	Equal opportunities statement Recruitment and Selection Policy Grievance policy and procedure		Care First info advice & guidance service Cultural days Cultural visits	
	Students	Anti-bullying and Harassment Policy Racial incident log Anti-bullying assemblies Report a concern form (website) Curriculum – PSHRE Refugee Week	Anti-bullying Week Mentoring	Bullying Ambassadors in each year group Assemblies Time off for religious observation Student survey Student Leadership Group/Voice Cultural days Cultural visits	

<b>PROTECTED CHARACTERISTIC</b>	<b>GROUP</b>	<b>EVIDENCE: Eliminate unlawful discrimination, harassment and victimisation</b>	<b>EVIDENCE: Advance equality of opportunity</b> between people who share a protected characteristic and people who do not	<b>EVIDENCE: Foster good relations</b> between people who share a protected characteristic and those who do not share it	<b>ACTION</b>
Religion or belief	All	Vision and Values	Mission Statement - promote the principal of equal value	Translators for parents	
	Staff	Equal opportunities statement Recruitment and Selection Policy Grievance Policy and Procedure	Compliance with guidelines and legislation	Assemblies Outside speakers Time off for religious observation	
	Students	Anti-bullying and Harassment Policy Anti-bullying assemblies QR code Report a Concern Form (website)	RE curriculum Form time programme - reflection Anti-bullying week	Bullying Ambassadors in each year group Assemblies Time off for religious observation Student survey Student Leadership Group/Voice School Uniform Students provided with the space to observe if needed	
Sex	All	Vision and Values Equal opportunities statement Inclusion policy Anti-bullying and Harassment policy			
	Staff	Equal opportunities statement Recruitment and Selection Policy HR policies and procedures Grievance policy and procedure Data – recruitment and promotion		PSHRE training for staff Staff member in working group with Leeds Partnership	
	Students	Sex and Relationships Education Policy PSHRE	PSHRE		
Sexual orientation	All	Vision and Values Equal opportunities statement Inclusion policy Anti-bullying and Harassment policy	Mission Statement - promote the principal of equal value	LGBT Group (students)	

PROTECTED CHARACTERISTIC	GROUP	EVIDENCE: Eliminate unlawful discrimination, harassment and victimisation	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
	Staff	Equal opportunities statement Recruitment and Selection Policy HR policies and procedures Grievance policy and procedure		Care First info advice & guidance service SRE training for staff	
	Students	Vision and Values	PSHRE Family Support Worker Mentoring		