

MANCHESTER ACADEMY - EQUALITY ANALYSIS

Protected Characteristic	Group	What evidence do we hold that we <u>eliminate unlawful discrimination, harassment and victimisation?</u>	What evidence do we hold that we <u>advance equality of opportunity</u> with those who share a protected characteristic and those who do not?	What evidence do we hold that we <u>foster good relations with people who share a protected characteristic and those who do not?</u>	What action do we need to take –these will form your objectives (see overleaf)
Race	All:	Group Equality Policies & Guidelines	Analysis of micro-populations outcomes Analysis of involvement in activities- cross-curricular etc Celebrate diversity	School activities to promote positive attitude to support protected groups including tutor programme and assemblies Principal's Broadcast Celebrate diversity Academy Vision Statement	Update of localised policies Translation of key documents
	Staff:	Group Equal Opportunities Statement, Group Equality Guidelines Recruitment & Selection Policy & Paperwork Group Harassment & Bullying Policy HR data, applicant monitoring	EAP Scheme Fair recruitment processes	Staff Briefings Monitoring of workforce EAP Scheme	Continue to monitor employment to move towards a greater reflection of school community
	Pupils:	Group Race Equality Policy (students) Group Anti Bullying Policy Group Equal Opportunities Student Policy SIMS records Analysis of 'micro population groups' as defined by Ofsted Comparative attainment data	Analysis of attainment data demonstrates that we achieve well and promote high achievement across racial groups School Counselling Service Student Council/Voice	Assemblies Monitoring of student images in Academy materials, World Music celebrations School Counselling Service Student Council/Voice	More celebration assemblies for national events etc
Disability	All:	Group Equality Guidelines Group Disability Statement	Group Equality Guidelines DDA compliance – reasonable adjustments made	Communications record with parents of children with disabilities and provision for staff under DDA Principal's Broadcast Academy Vision Statement	Update of localised policies
	Staff:	Group Equality Guidelines Group Equal Opportunities Statement Recruitment & Selection Policy, Harassment & Bullying Policy, HR data Support plans and info on phased returns Data on staff registered disabled	Group Equality Guidelines DDA compliance – reasonable adjustments made Fair recruitment process	Fair and transparent HR processes, Reasonable adjustments made Staff Briefings	Teach all staff basic greetings to ensure that H.I. students feel more included.
	Pupils:	SEN achievement data Data on disabilities and adjustments made Evidence of exam access Interviews with parents	Assemblies RE curriculum Parent's forums and workshops Discussions on tolerance	Supporting students with disabilities, Staff advised via medical pen pictures	Make students more aware of H.I. and teach all students basic greetings to ensure that H.I. students

		DDA compliance Student support from Academy SEN/School Action Plus Admissions policy Analysis of 'micro population groups' as defined by Ofsted.	School Counselling Service Student Council/Voice	SEN CPD for staff and also for H.I. students Assemblies School Counselling Service Student Council/Voice	feel more included.
Sex	All:	Group Equality Guidelines Community cohesion.	Group Equality Guidelines	HR policies and procedures. Principal's Broadcast	Update of localised policies
	Staff:	Group Equality Guidelines Equal Opportunities Statement, Recruitment & Selection Policy Harassment & Bullying Policy HR Data	Group Equality Guidelines CPD access EAP Scheme	Fair and transparent processes Training availability and attendance Staff Briefings EAP Scheme	
	Pupils:	Sex and Relationships Policy Pupil results Evidence of improvement Pupil data Incident forms Analysis of 'micro population groups' as defined by Ofsted.	Inclusion Curriculum Assemblies Behaviour policy. School Counselling Service Student Council/Voice	Curriculum & syllabus data Attendance data Assemblies School Counselling Service Student Council/Voice	
Gender Reassignment	All:	Group Gender Reassignment Guidelines Group Equality Guidelines Group Equal Opportunities Statement	Group Gender Reassignment Guidelines Group Equality Guidelines	EAP Scheme School Counselling Service Academy Vision Statement	Update of localised policies
	Staff:	Group Equal Opportunities Statement Harassment & Bullying Policy	Group Equal Opportunities Statement EAP Scheme Inclusion – case notes	Staff Briefings	
	Pupils:	Anti Bullying Policy Group Equal Opportunities Students Policy	School Counselling Service Student Council/Voice Group Equal Opportunities Students Policy	Assemblies to promote ethos & diversity School Counselling Service Student Council/Voice	Monitor type of bullying, content of graffiti, taking seriously the reasons for school refusal and being bullied if gender related. Talk to pupils and understand how things could be improved for them.
Pregnancy and Maternity	All:	Group Equality Guidelines	Compliance with Guidelines and Policies.	Ongoing communication and support Academy Vision Statement	Improve pay and conditions for maternity from ULT
	Staff:	Group Equality Guidelines Equal Opportunities Statement, Recruitment & Selection Policy HR data on rate of return post maternity leave,	Compliance with legislation, Maternity entitlements Flexible Working Requests / Adjustments made	Celebration of pregnancies and births KIT days Paternity leave granted Staff Briefings	Improve pay and conditions for maternity from ULT -

		HR policies and procedures		Invitations to academy events	
	Pupils:	Student data available Student pen pictures SSP minutes Tutor time / PHSE Admissions Policy Achievement data Adjustment timetable Admissions of pupils from Leo Kelly Centre	Adjustments to support learning Liaison with other agencies Flexibility over curriculum and exams Results analysis Links with Leo Kelly Centre School Counselling Service Student Council/Voice	Support network from pastoral team Student encouraged to maintain links with school during absence and kept informed of student activities Ongoing communication and support Liaison with parents. Assemblies School Counselling Service Student Council/Voice	Better sex education and awareness for students.
Age	All:	Equality Guidelines.	Compliance with Guidelines.	Academy Vision Statement	
	Staff:	Equal Opportunities Statement Recruitment & Selection Policy Age profile of staff HR policies, procedures and guidance CPD availability and attendance.	Compliance with legislation Group Retirement Guidelines	Events / CPD inclusive of all age ranges	Promote flexible working in the latter part of school career to support transition from work to retirement
	Pupils:	Tutor time Curriculum	Transition events and visits to primary schools. School Counselling Service Student Council/Voice	All events inclusive School work experience Curriculum progression Guest speakers Assemblies Principal's Broadcast School Counselling Service Student Council/Voice	Better opportunities for work experience for more students.
Religion and Belief	All:	Group Equality Guidelines Community cohesion	Faith Room available Time off for religious observation	Principal's Broadcast Community involvement Faith Room available Time off for religious observation Academy Vision Statement	
	Staff:	Group Equal Opportunities Statement Recruitment & Selection Policy, Harassment & Bullying Policy, recruitment and promotion data,	Adapted facilities for washing Faith room available Fair recruitment processes	Adapted facilities for washing Faith room available Awareness and community involvement Time off to celebrate religious beliefs Staff Briefings School calendar adapted to meet the needs of majority religious group	

	Pupils:	Group Equal Opportunities Student Statement Tutor time Admissions Policy	RE curriculum Use data to identify groups and implement interventions Extended school activities for all School Counselling Service Student Council/Voice	Students provided with time and space to observe Community involvement Faith room Time off for religious observation Assemblies School Counselling Service Student Council/Voice School calendar adapted to meet the needs of majority religious group	Need to encourage greater use of faith room by non-muslim religious groups Celebration of major religious festivals with both students and parents
Sexual Orientation	All:	Group Equality Guidelines Community Cohesion	Group Equality Guidelines	Academy Vision Statement	
	Staff:	Equal Opportunities Statement, Recruitment & Selection Policy Harassment & Bullying Policy HR data	Fair recruitment processes Engage staff in policy development. EAP Scheme	Staff Briefings EAP Scheme	
	Pupils:	Tutor time Admissions policy Incident forms LGB minutes Comparable attainment data Pupil population data – benchmarked against local population data Pupil exclusion for discriminatory behaviour	RE curriculum Data to identify and implement interventions School Counselling Service Student Council/Voice	Team work, any needs identified and strategies put in place to support students, Assemblies / Guest Speakers School Counselling Service Student Council/Voice	

MANCHESTER ACADEMY - EQUALITY OBJECTIVES

Protected Characteristic	Group	Objective	Deadline
Race	All	Update of localised policies Translation of key documents – podcasts on website	30 th March 12 Sept 2012
Disability	All Staff Pupils	Update of localised policies Teach all staff basic greetings to ensure that H.I. students feel more included Make students more aware of H.I. and teach all students basic greetings to ensure that H.I. students feel more included.	30 th March 12 16 th April 2012 April – July – Sept 2012
Sex	All – group guidance	Update of localised policies	30 th March 2012
Gender Reassignment	All Pupils	Update of localised policies Monitor type of bullying, content of graffiti, taking seriously the reasons for school refusal and being bullied if gender related. Talk to pupils and understand how things could be improved for them.	30 th March 12 Ongoing
Pregnancy and Maternity	Pupils	Better sex education and awareness for students.	30 th March 12
Age	Pupils	Interaction with role models from a wider range of ages	Sept 2012
Religion and Belief	Students	Need to encourage greater use of faith room by non-muslim religious groups Celebration of major religious festivals with both students and parents	Sept 2012
Sexual Orientation			