

Heron Hall Academy: School focussed equalities information

Protected characteristic of the Equalities Act 2010	How do we eliminate unlawful discrimination, harassment and victimisation?	How do we advance equality of opportunity between people who share a protected characteristic and those who do not?	How do we foster good relations between people who share a protected characteristic and those who do not?
Age	<ul style="list-style-type: none"> • Employment / recruitment 	<ul style="list-style-type: none"> • Recruitment process • STRIVE values character education • All staff given equal opportunities to run clubs or undertake trips 	<ul style="list-style-type: none"> • Recruitment process • School ethos • Explore opportunities for Outreach work with agencies such as AgeUK
Disability	<ul style="list-style-type: none"> • School policies • Inclusive practices • Feedback from parents / questionnaires • Termly reports to governors • Assessment data for SEND • Purchase of additional resources • Adaptations to the building 	<ul style="list-style-type: none"> • School policies • Raising attainment • Tracking progress • Accessibility plan 	<ul style="list-style-type: none"> • Good links with parents • Outreach Team • Assemblies • Review meetings – school, parents and external agencies • School inclusive ethos • School displays promote diversity (regular audits)
Gender reassignment	<ul style="list-style-type: none"> • Inclusive practices • Admissions process • Recruitment process • Equality policy • 	<ul style="list-style-type: none"> • Celebration of differences • STRIVE values character education • School policies • Value differences • Review of practices • PSHE Curriculum 	<ul style="list-style-type: none"> • Good links with parents • Outreach team • Admissions process • School ethos and values • PSHE Curriculum
Marriage and civil partnership	<ul style="list-style-type: none"> • PSHE Lessons and curriculum content • Assemblies 	<ul style="list-style-type: none"> • School Ethos • PSHE Curriculum 	<ul style="list-style-type: none"> • PTA coffee mornings to share/discuss relevant aspects of PSHE for parents • Community outreach
Pregnancy and maternity	<ul style="list-style-type: none"> • Policy for expectant parents • Reasonable adjustments in place to support • Regular meetings 	<ul style="list-style-type: none"> • Continue good practice • Paternity leave 	<ul style="list-style-type: none"> • Following policy • Continue to make reasonable adjustments to ensure staff are supported at work

	<ul style="list-style-type: none"> • Risk assessment 		<ul style="list-style-type: none"> • School ethos
Race	<ul style="list-style-type: none"> • Race equality policy • Data on admission • Termly reports on racial incidents to governors • Low number of reported racial incidents • Ofsted reports • Senior Leadership Team (SLT) track all incidents 	<ul style="list-style-type: none"> • Celebration of differences Curriculum • STRIVE values character education • Assemblies • School policies • Value differences • Inclusion Team • PSHE Curriculum • Personal development external agencies calendar 	<ul style="list-style-type: none"> • Celebration of differences • Curriculum • Assemblies • Good links with parents • Outreach Team • School policies promote equality • Job descriptions for staff and staff application form • School ethos • School displays promote diversity • School pedagogy – promoting and celebrating equality
Religion or belief	<ul style="list-style-type: none"> • Admissions procedures • Employment documents • Balance of staff employed 	<ul style="list-style-type: none"> • Celebration of differences • STRIVE values character education • Curriculum • Assemblies • PSHE Curriculum 	<ul style="list-style-type: none"> • Celebration of differences • Curriculum • Assemblies • Good links with parents • Parent Support Adviser • School ethos • School displays promote diversity
Sex	<ul style="list-style-type: none"> • Admissions process • Recruitment process • Gender equality scheme • Tracking data 	<ul style="list-style-type: none"> • Recruitment process • School policies • Tracking student progress with a focus on gender as a priority group 	<ul style="list-style-type: none"> • Good links with parents • Outreach Team • Assemblies • School ethos
Sexual orientation	<ul style="list-style-type: none"> • School policies • Inclusive practices • Admissions process • Recruitment process • Equalities policy 	<ul style="list-style-type: none"> • Celebration of differences • STRIVE values character education • School policies • Value differences • Review of practices 	<ul style="list-style-type: none"> • Good links with parents • Parent Support Adviser • Admissions process • School ethos