

Ethnicity

White + any other Asian Background	1
Portuguese	1
Gypsy/Roma	3
Other Pakistani	1
White - English	555
White - Irish	2
White - Welsh	0
White European	3
White Other	3
White and any other ethnic group	3
Not yet obtained	6
White Eastern European	1
White and Chinese	1
TOTAL	580

Age

Age 11	148
Age 12	109
Age 13	132
Age 14	96
Age 15	87
Age 16	8
Total	580

Gender

Female	294
Male	286
Total	580

Disability

ADHD	2
Bell's Palsy	1
Congenital Skeleton Limb Deficiency	0
Dyslexia	1
Dyspraxia	1
Epilepsy	0
Hypermobility	7
Microphthalmia	1
Talipes (Club Foot)	1
Total	14

Pregnancy/Maternity

Yes	2
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Religion

Christian	226
No Religion	201
Other Religion	6
Not Provided	146
Muslim	1
Total	580

Richard Rose Morton Academy Equality Analysis – Sept 2017

PART ONE – EQUALITY ANALYSIS

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?
Race	All:	Equality Policy Community Cohesions Policy Complaints Policy Whistle-blowing Policy	Academy Vision Statement Equal Opportunities Statement/Objectives Celebration of core values Data tracking and analysis Celebration of Success Awards Headteacher's Report LGB Minutes	School activities to promote positive attitude to support protected groups, community activities to celebrate diversity. Headteacher's Newsletter School web-site, Face Book page, Twitter
	Staff:	Recruitment & Selection Policy Pay Policy(Teaching & Support Staff) Grievance Procedure Harassment and Bullying Policy Staff Disciplinary Policy Staff Code of Conduct Policy	HR data Recruitment monitoring Fair recruitment processes	Staff Survey
	Pupils:	Admissions Policy Anti -Bullying Policy Anti-Radicalisation Policy e-Safety Policy	Monitoring of incidents - types of bullying, content of graffiti, racial incident records Attendance data and analysis of reasons for school refusal Use data to identify groups and implement planned interventions to meet needs Extended school activities to include all groups Student mentoring. School Counselling Service Student Council/Voice.	Student Surveys SMSC/RE Curriculum Celebration of key festivals and special days, celebration assemblies, support and participation in national events, culture weeks e.g. Black History Month, Holocaust Day. Extended school activities Display

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Disability	All:	Equality Policy Accessibility Policy Health and Safety Policy Community Cohesions Policy Complaints Policy Whistle-blowing Policy	Academy Vision Statement Equalities statement/objectives Celebration of core values DDA compliance Communications record with parents of children with disabilities and provision for staff and students under DDA Data tracking and analysis Celebration of Success Awards Headteacher's Report LGB Minutes	Headteacher's Newsletter School web-site, Face Book page, Twitter
	Staff:	Recruitment & Selection Policy Pay Policy(Teaching & Support Staff) Grievance Procedure Harassment and Bullying Policy Staff Disciplinary Policy Staff Code of Conduct Policy	HR data Recruitment and promotion data Individual support plans HR support Occupational Health Screening	Staff Survey
	Pupils:	Anti -Bullying Policy SEND Policy e-Safety Policy	SEND Register and achievement data Vulnerable Register Data on disabilities Access to specialist support and advisory services/EHCP School Counselling Service Student Council/Voice Records of interviews with parents/support plans DDA compliance CPD for Staff delivered by NHS	Student Surveys SMSC Curriculum Access to 'safe haven' at social times Extended school activities Display Participation in external events/challenges Engagement with Young Carers

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Sex	All:	Equality Policy Complaints Policy Whistle-blowing Policy	Equal Opportunities Statement/Objectives Celebration of core values Data tracking and analysis Headteacher's Report LGB Minutes	Headteacher's Newsletter School web-site, Face Book page, Twitter
	Staff:	Recruitment & Selection Policy Pay Policy(Teaching & Support Staff) Grievance Procedure Harassment and Bullying Policy Staff Disciplinary Policy Staff Code of Conduct Policy	HR data Recruitment monitoring Fair recruitment processes	Staff Survey
	Pupils:	Admissions Policy Anti-Bullying Policy e-Safety Policy	Monitoring of incidents - types of bullying, content of graffiti, incident records Attendance data and analysis of reasons for school refusal Use data to monitor gender inequalities and implement planned interventions to meet needs Extended school activities to include all groups Student mentoring School Counselling Service Student Council/Voice.	Student Surveys SMSC Curriculum Extended school activities Display Participation in external events/challenges

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 with those who share a protected characteristic and those who do not?</u>	What evidence do we hold that we <u>foster good relations with people who share a protected characteristic and those who do not?</u>
Gender Reassignment	All:	Equality Policy Complaints Policy Whistle-blowing Policy	Academy Vision Statement Equal Opportunities Statement/Objectives Celebration of core values Headteacher's Report LGB Minutes	Engagement with nationally recognised support groups who provide information e.g. Stonewall, Outreach Cumbria. Headteacher's Newsletter School web-site, Face Book page, Twitter
	Staff:	Recruitment & Selection Policy Pay Policy(Teaching & Support Staff) Grievance Procedure Harassment and Bullying Policy Staff Disciplinary Policy Staff Code of Conduct Policy	HR support Recruitment monitoring Fair recruitment processes CPD	Staff Survey
	Pupils:	Anti -Bullying Policy e-Safety Policy	Monitoring of incidents - types of bullying, content of graffiti, incident records Attendance data and analysis of reasons for school refusal Student mentoring School Counselling Service Student Council/Voice.	Anti-bullying curriculum to include specifically Transgender. Multi-agency approach to support students

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Pregnancy & Maternity	All:	Equality Policy Accessibility Policy Health and Safety Policy Complaints Policy	Compliance with Guidelines and Policies.	Ongoing communication and support
	Staff:	Recruitment & Selection Policy Pay Policy(Teaching & Support Staff) Grievance Procedure Harassment and Bullying Policy Staff Disciplinary Policy Staff Code of Conduct Policy Adoption Policy	Compliance with legislation, maternity entitlements Flexible Working requests / adjustments made HR support	Celebration of pregnancies and births KIT days Invitations to academy events Paternity leave Staff Briefings
	Pupils:	Admissions Policy	Medical Plans Adjustments to support learning Liaison with other agencies Flexibility over curriculum and exams School Counselling Service Pastoral Support	Support network from pastoral team, student encouraged to maintain links with school during absence and kept informed of student activities, ongoing communication and support, curriculum, liaison with parents.

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Age	All:	Equality Policy Accessibility Policy Complaints Policy Whistle-blowing Policy	Compliance with Guidelines	Engagement with nationally recognised support groups who provide information Headteacher's Newsletter School web-site, Face Book page, Twitter
	Staff:	Recruitment & Selection Policy Pay Policy(Teaching & Support Staff) Grievance Procedure Harassment and Bullying Policy Staff Disciplinary Policy Staff Code of Conduct Policy	Compliance with legislation	Staff Survey All events and performances inclusive
	Pupils:	SMSC Curriculum	School Counselling Service, Student Council/Voice.	All events inclusive, school work experience, community volunteers, curriculum progression, guest speakers, assemblies Headteacher's Bulletin/Awards, School Counselling Service, Student Council/Voice. Work Experience in Nurseries/Care Homes Engagement with Young Carers

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Religion and Belief	All:	Equality Policy Community Cohesions Policy Complaints Policy Whistle-blowing Policy	Compliance with Guidelines Academy Vision Statement Equal Opportunities Statement/Objectives Celebration of core values Headteacher's Report LGB Minutes	School activities to promote positive attitude to support protected groups, community activities to celebrate diversity. Headteacher's Newsletter School web-site, Face Book page, Twitter
	Staff:	Recruitment & Selection Policy Pay Policy(Teaching & Support Staff) Grievance Procedure Harassment and Bullying Policy Staff Disciplinary Policy Staff Code of Conduct Policy	Compliance with legislation	Staff Survey All events and performances inclusive
	Pupils:	Admissions Policy Anti -Bullying Policy Anti-Radicalisation Policy e-Safety Policy	SMSC/RE curriculum Data tracking and monitoring to identify groups and implement interventions Extended school activities for all School Counselling Service Student Council/Voice	Assemblies and community involvement Student Surveys SMSC/RE Curriculum Celebration of key festivals and special days, celebration assemblies, support and participation in national events, culture weeks e.g. Black History Month, Holocaust Day. Extended school activities Display)

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Sexual Orientation	All:	Equality Policy Accessibility Policy Community Cohesions Policy Complaints Policy Whistle-blowing Policy	Compliance with Guidelines Academy Vision Statement Equal Opportunities Statement/Objectives Celebration of core values Headteacher's Report LGB Minutes	Engagement with nationally recognised support groups who provide information e.g. Stonewall, Outreach Cumbria. School activities to promote positive attitude to support protected groups, community activities to celebrate diversity. Headteacher's Newsletter School web-site, Face Book page, Twitter
	Staff:	Recruitment & Selection Policy Pay Policy(Teaching & Support Staff) Grievance Procedure Harassment and Bullying Policy Staff Disciplinary Policy Staff Code of Conduct Policy.	HR data Recruitment monitoring Fair recruitment processes	Staff Survey
	Pupils:	Admissions Policy Anti -Bullying Policy e-Safety Policy.	Monitoring of incidents - types of bullying, content of graffiti, incident records Attendance data and analysis of reasons for school refusal Student mentoring	Student Surveys SMSC/RE Curriculum

PART TWO – EQUALITY OBJECTIVES

Protected Characteristic	Group	Objective	Deadline
Race	All	Raise awareness and understanding of diversity in British society	July 2018
Disability	Pupils	Improve the attainment of pupils with EHCPs/Statements of disability	Ongoing
Sex			
Gender Reassignment			
Pregnancy and Maternity			
Age			
Religion and Belief			
Sexual Orientation	Pupils	Reduce incidents of homophobic and gender specific name calling/verbal abuse	July 2018