

Enfield Heights 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 process 	<ul style="list-style-type: none"> • Recruitment process 	<ul style="list-style-type: none"> • Recruitment process • School ethos
Disability	<ul style="list-style-type: none"> • School policies • Inclusive practices • Feedback from parents / questionnaires • Termly reports to governors • Assessment data • 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 ethos • School displays promote diversity
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 • School policies • Value differences • Review of practices 	<ul style="list-style-type: none"> • Good links with parents • Outreach team • Admissions process • School ethos and values
Marriage and civil partnership	<ul style="list-style-type: none"> • PSHE Lessons and curriculum content • Assemblies 	<ul style="list-style-type: none"> • School Ethos 	<ul style="list-style-type: none"> • Coffee mornings • PSHE meetings 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 • Risk assessment 	<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 • 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 • Assemblies • School policies • Value differences • Inclusion Team 	<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 • School ethos • School displays promote diversity • School pedagogy – 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 • Curriculum • Assemblies 	<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 • Raising boys writing attainment • Tracking progress Pupil Progress Meetings • 	<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 • School policies • Value differences • Review of practices 	<ul style="list-style-type: none"> • Good links with parents • Parent Support Adviser • Admissions process • School ethos