

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? |
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| 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 • Curriculum |
| Marriage and civil partnership | <ul style="list-style-type: none"> • PSHE Lessons and curriculum content • Assemblies • Tender Healthy Relationship RSET programme • UNICEF Rights respecting | <ul style="list-style-type: none"> • School Ethos • School values • PSHE and RSE curriculum | <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 |

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| 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 • Curriculum | <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 |