

Woodpecker Hall Academy: School focussed 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 • P4C (Philosophy for children) 	<ul style="list-style-type: none"> • Good links with parents • Outreach team • Admissions process • School ethos and values • P4C (Philosophy for children)
Marriage and civil partnership	<ul style="list-style-type: none"> • PSHE Lessons and curriculum content • Assemblies 	<ul style="list-style-type: none"> • School Ethos • P4C (Philosophy for children) 	<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 • P4C (Philosophy for children) 	<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 • P4C (Philosophy for children) 	<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