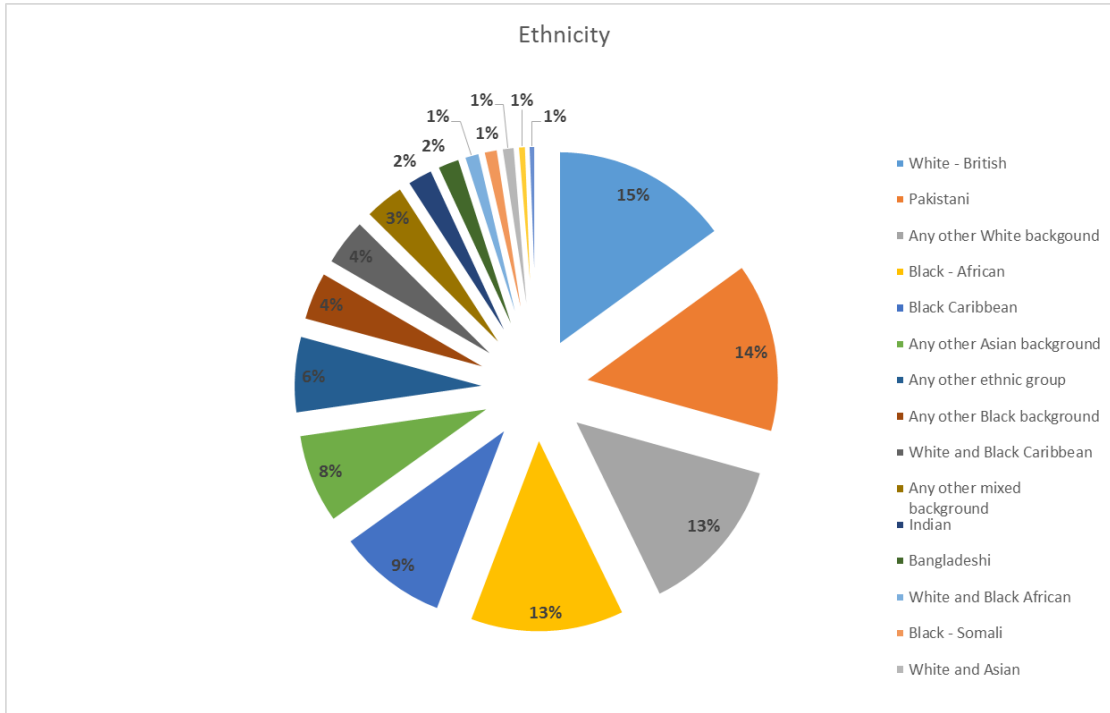

Walthamstow Academy



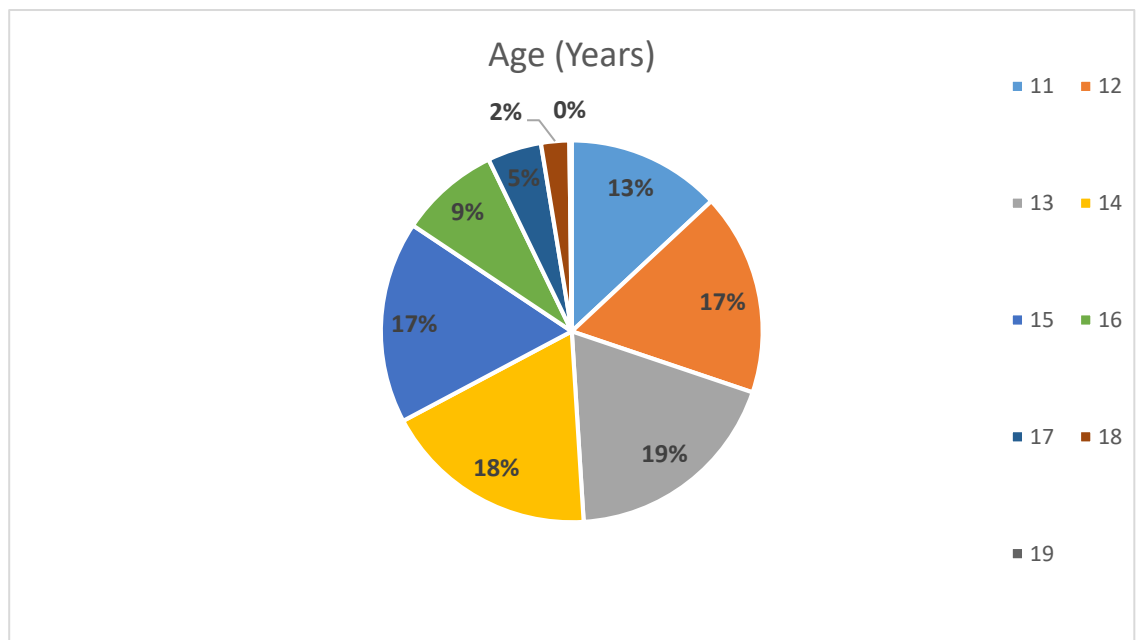
Equality Analysis 2016

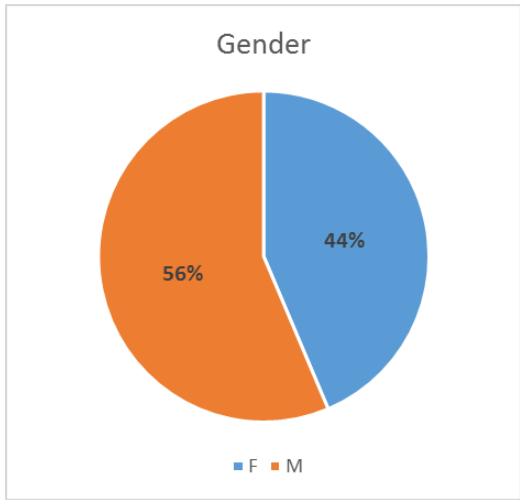
Equality and Diversity of the Academy Student Population showing Ethnicity, Gender, Disability, Age and Religion.



Ethnicity	N
White - British	148
Pakistani	141
Any other White background	133
Black - African	128
Black Caribbean	92
Any other Asian background	75
Any other ethnic group	64
Any other Black background	41
White and Black Caribbean	40
Any other mixed background	34
Indian	22
Bangladeshi	19
White and Black African	13
Black - Somali	12
White and Asian	11
Refused	<10
White Eastern European	<10
Turkish/Turkish Cypriot	<10
Chinese	<10
Other Black African	<10
Gypsy/Roma	<10
White - Irish	<10
Black - Ghanaian	<10
Greek/Greek Cypriot	<10

Age	N
11	131
12	172
13	189
14	183
15	172
16	85
17	46
18	24
19	<10

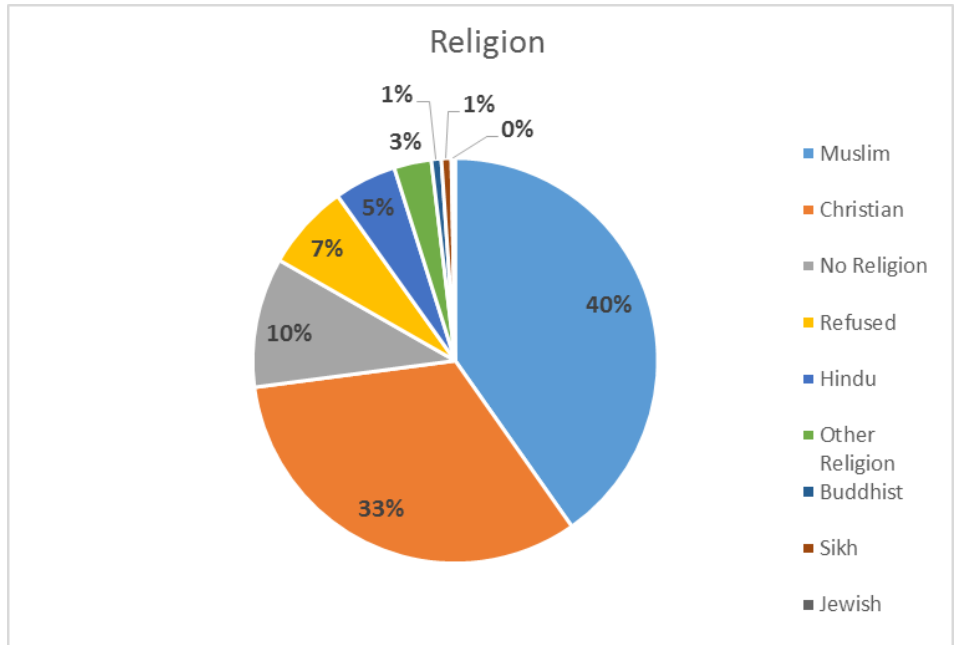




Gender	N
F	438
M	566

Disability	N
Asthma	95
Hayfever	57
Eczema	13
Asthma/ Hayfever	11
Eczema/ Hayfever	<10
Epilepsy	<10
Asthma/ Eczema	<10
Allergy - Epi Pen	<10
Asthma/ Hayfever/ Ecze	<10
Hayfever/ Allergy - Epi	<10
Joint Hypermobility	<10
Psoriasis	<10

Religion	N
Muslim	404
Christian	328
No Religion	104
Refused	69
Hindu	50
Other Religion	30
Buddhist	<10
Sikh	<10
Jewish	<10



Protected Characteristic	Group	What evidence do we hold that we eliminate unlawful 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 foster good relations with people who share a protected characteristic and those who do not?	What action do we need to take – these will form your objectives
Race	All	<ul style="list-style-type: none"> Equality Guidelines Translation of Key Documents Harassment & Bullying Policy. 	<ul style="list-style-type: none"> Inclusion Policy Celebrating Diversity 	<ul style="list-style-type: none"> Activities to promote positive attitude to support protected groups Community activities Celebrating diversity Provision of translators Academy Vision Statement 	<ul style="list-style-type: none"> Celebration activities
	Staff	<ul style="list-style-type: none"> Equality Opportunities Statement Recruitment & Selection Policy Grievance Procedure HR Data Recruitment Monitoring 1 to 1 Meetings with Line Managers Advice sought from HR 	<ul style="list-style-type: none"> Those with protected characteristics included in Equality Steering Group and policy development. Fair recruitment processes Documents translated. 	<ul style="list-style-type: none"> Include staff with protected characteristics in activities Culture of academy Teamwork Staff briefings Bulletin 	<ul style="list-style-type: none"> Staff and family cultural celebration evenings Equality steering group
	Pupils	<ul style="list-style-type: none"> Admissions Policy Racial incident forms Principal's report LGB minutes Comparable attainment data SIMS records Analysis of 'micro population groups' as defined by Ofsted Behaviour data 	<ul style="list-style-type: none"> RE Curriculum PSHRE Curriculum Drama Curriculum Anti-bullying Policy Use of data to identify groups and implement planned interventions to meet needs Extended school activities to include all groups EAL support Review exam results to determine actions and interventions Student mentoring Counselling Service Student Council/Voice 	<ul style="list-style-type: none"> Monitoring types of bullying Content of graffiti Taking seriously reasons for school refusal Celebration assemblies Support national events Display flags from all countries Culture weeks including in the canteen Displaying student photos Counselling service Student Council/Voice Involvement of other external agencies 	<ul style="list-style-type: none"> Ensure there is a multi-cultural element within teaching materials Students as cultural representatives
Disability	All	<ul style="list-style-type: none"> Equality Guidelines Harassment & Bullying Policy Disabled facilities e.g. lift, access and toilets 	<ul style="list-style-type: none"> Inclusion Policy Equalities statement DDA Compliance – reasonable adjustments made 	<ul style="list-style-type: none"> Communications record with parents of children with disabilities and provision for staff under DDA Academy Vision Statement 	<ul style="list-style-type: none"> Parent / visitor disability awareness
	Staff	<ul style="list-style-type: none"> Equal Opportunities Statement Recruitment & Selection Policy Grievance Procedure HR Data Recruitment and promotion data Support plans and information on phased returns Data on staff registered disabled 	<ul style="list-style-type: none"> CPD access Dialogue with unions and other forums Staff welfare committee Staff Survey Staff counselling Fair recruitment procedures 	<ul style="list-style-type: none"> Fair and transparent HR processes Occupational Health screening – reasonable adjustments made 	
	Pupils	<ul style="list-style-type: none"> SEN Policy SEN achievement data Data on disabilities and adjustment made Evidence of exam access Interviews with parents DDA compliance Student support from Academy Disability and Access Policy SEN/School Action Plus Admissions Policy Analysis of 'micro population groups' as defined by Ofsted 	<ul style="list-style-type: none"> Assemblies RE Curriculum Parents forums and workshops Discussions on tolerance Counselling Service Student Council/Voice 	<ul style="list-style-type: none"> Supporting students with disabilities, staff advised via medical plan, pictures, strategies in place. Counselling Service Student Council/Voice First aid trained staff 	
Sex	All	<ul style="list-style-type: none"> Equality Guidelines Community Cohesions Policy Harassment & Bullying Policy 	<ul style="list-style-type: none"> Quality Guidelines Inclusion Policy 	<ul style="list-style-type: none"> HR policies and procedures 	
	Staff	<ul style="list-style-type: none"> Equal Opportunities Statement Recruitment & Selection Policy Grievance Procedure HR Data Tribunals 1 to 1 meetings Equal pay claims Cases of whistleblowing Recruitment and promotion data 	<ul style="list-style-type: none"> CPD access Staff survey Training on micro populations 	<ul style="list-style-type: none"> Fair and transparent processes, training availability and attendance Staff briefings Occupational health Screening CP trained staff 	
	Pupils	<ul style="list-style-type: none"> Admissions Policy Results Evidence of improvement Pupil Data Incident forms LGB minutes SIMS data Student support panel Tutor time 	<ul style="list-style-type: none"> Inclusion Curriculum Assemblies Behaviour Policy Counselling Service Student Council/Voice PSHRE SoW 	<ul style="list-style-type: none"> Curriculum Syllabus data Training available and attendance Assemblies Counselling Service Student Council/Voice 	

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		<ul style="list-style-type: none"> Analysis of 'micro population groups' as defined by Ofsted 			
Gender Reassignment	All	<ul style="list-style-type: none"> Examples of supporting transition Equality Guidelines Monitoring forms and surveys Community Cohesions Policy Harassment and Bullying Policy 	<ul style="list-style-type: none"> Inclusions Policy Easy access to informed, relevant advice. 	<ul style="list-style-type: none"> Awareness of nationally recognised support groups who provide information Forums and Newsletters Counselling Service Academy Vision Statement 	
	Staff	<ul style="list-style-type: none"> Equal opportunities statement Recruitment & Selection Policy Grievance Procedures Recruitment and promotion data for transgender staff Policy/guidance for staff transition 	<ul style="list-style-type: none"> Transgender colleague included in Steering Group and Policy development Staff training Clear recruitment processes 	<ul style="list-style-type: none"> Include Transgendered staff at local level policy/process development, staff briefings 	<ul style="list-style-type: none"> Staff training so tutors are comfortable teaching
	Pupils	<ul style="list-style-type: none"> Achievement data on gender dysphoric pupils Recording all equalities incidents Policy guidance on pupil transition Incident reports LGB minutes Principals report Comparable attainment data SIMS Student support panels Admissions Policy Analysis of 'micro population groups' as defined by Ofsted 	<ul style="list-style-type: none"> Anti-bullying to include specifically transgender, PSHRE or citizenship item on transgender Counselling Service Student Council/Voice 	<ul style="list-style-type: none"> Monitor types of bullying, content of graffiti, taking seriously the reasons for school refusal and being bullied if gender related Assemblies to promote ethos and diversity Counselling Service Student Council/Voice 	<ul style="list-style-type: none"> Multi-agency links to social services for referral to specialists
Pregnancy & Maternity	All	<ul style="list-style-type: none"> Equality Guidelines Harassment and Bullying Policy 	<ul style="list-style-type: none"> Compliance with Guidelines and Policies Inclusion Policy 	<ul style="list-style-type: none"> Ongoing communication and support Academy Vision statement 	
	Staff	<ul style="list-style-type: none"> Equal opportunities statement Recruitment and Selection Policy Recruitment and promotion data Rate of return post maternity leave HR policies and procedures Adoption Policy Grievance Procedures Tribunals 	<ul style="list-style-type: none"> Compliance with legislation Maternity entitlements Flexible work requests Adjustments made 	<ul style="list-style-type: none"> Celebration of pregnancies and births KIT days Invitation to academy events Paternity leave granted Staff Briefings 	
	Pupils	<ul style="list-style-type: none"> Exclusions Policy SEN Policy Data available Student pen pictures Tutor time PSHRE Admissions Policy Achievement Data Adjustment to timetable 	<ul style="list-style-type: none"> Adjustments to support learning Liaison with other agencies Flexibility over curriculum and exams Results analysis specialist centres Counselling service students Student council/voice PSHRE curriculum Year 9 sex education 	<ul style="list-style-type: none"> 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 Assemblies Counselling Service Student Council/Voice 	
Age	Staff	<ul style="list-style-type: none"> Equal Opportunities statement Recruitment & Selection Policy Grievance procedure Recruitment and promotion data Age profiles of staff HR Policies, procedures and guidance CPD availability and attendance Harassment & Bullying Policy 	<ul style="list-style-type: none"> Compliance with legislation 	<ul style="list-style-type: none"> All events inclusive CPD inclusive of all age ranges Community volunteers Guest speakers 	
Marriage & Civil Partnership	Staff	<ul style="list-style-type: none"> Equal opportunities statement Recruitment and Selection Policy Grievance procedure HR policies, procedures and guidance Harassment & Bullying Policy 	<ul style="list-style-type: none"> Diverse population PSHRE curriculum which shows the beliefs staff hold 		
Religion & Belief	All	<ul style="list-style-type: none"> Equality Guidelines Community Cohesions Policy Harassment & Bullying Policy Awards for cultural diversity 	<ul style="list-style-type: none"> Inclusion Policy Faith room available Time off for religious observation PSHRE curriculum 	<ul style="list-style-type: none"> Community Involvement SACRE Letting to church 	
	Staff	<ul style="list-style-type: none"> Equal opportunities statement Recruitment & Selection Policy Grievance procedure Recruitment and promotion data 1 to 1 meetings with line managers 	<ul style="list-style-type: none"> Fair recruitment processes Documents translated Adapted facilities for washing Faith room available Fair recruitment processes 	<ul style="list-style-type: none"> Assemblies Awareness and community involvement Faith Room available Time off for religious observation 	

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				<ul style="list-style-type: none"> Staff briefings Calendar adapted to meet the needs of majority religious group Academy vision statement 	
	Pupils	<ul style="list-style-type: none"> Group Equal Opportunities Student statement Admissions Policy Tutor time 	<ul style="list-style-type: none"> RE curriculum Use of data to identify groups and implement interventions Extended school activities for all Counselling Service Student Council/Voice Adapted academy uniform and sixth form dress 	<ul style="list-style-type: none"> Students provided with time and space to observe. Assemblies Community involvement Faith Room Time off for religious observation Counselling Service Student Council/Voice Calendar adapted to meet the needs of the majority religious group 	<ul style="list-style-type: none"> Ensure activities, in and out of the classroom are appropriate to all religions and beliefs Increase awareness of religious characteristics that may offend others / that may mean offence is taken
Sexual Orientation	All	<ul style="list-style-type: none"> Equality Guidelines Harassment and Bullying Policy 	<ul style="list-style-type: none"> Inclusion Policy Homophobia Policy 	<ul style="list-style-type: none"> Academy Vision statement Briefings 	<ul style="list-style-type: none"> LGBTQ day to raise awareness LGBTQ noticeboards Academy view of sexual orientation published in handbook Log all incidents of homophobia
	Staff	<ul style="list-style-type: none"> Equality Opportunities statement Recruitment and Selection Policy Grievance Procedures HR data 1 to 1 meetings Recruitment data Grievance outcomes 	<ul style="list-style-type: none"> Fair recruitment processes Engage staff in policy development 	<ul style="list-style-type: none"> Staff briefings 1 to 1 meetings 	<ul style="list-style-type: none"> Educate staff through INSET
	Pupils	<ul style="list-style-type: none"> Admissions Policy Tutor time Incident forms LGB minutes Comparable attainment data SIMs Student support panel Pupil population data – benchmarked against local population data Pupil exclusion for discriminatory behaviour Analysis of 'micro population groups' as defined by Ofsted 	<ul style="list-style-type: none"> RE curriculum PSHRE curriculum Data to identify and implement interventions Counselling Service Student Council/Voice 	<ul style="list-style-type: none"> Team work Any needs identified and put in place to support students Assemblies Guest speakers Counselling Service Student Council/Voice 	<ul style="list-style-type: none"> Assemblies Have a safe refuge / society for those who are LGBTQ LGBTQ month Challenge homophobic language and attitudes More stringent sanctions LGBTQ role models.