

Appendix 1

The Protected Characteristics as set out in [The Equality Act 2010](#) are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Appendix 2

Academy specific information

Name of academy: Kislingbury C.E. Primary School

Eliminating discrimination in our academy

We work to eliminate discrimination in the following ways:

- staff and governors are regularly reminded of their responsibilities under the Equality Act, a governor has the specific role of monitoring equalities, is involved in reviews and setting objectives and reports back to the AGC.
- new staff receive training on the Equality Act as part of their induction, and all staff receive refresher training and updates each year
- The Headteacher leads on Equality and ensures that staff and governors are engaged in the monitoring and development of the schools equality ideals.
- Members of staff, the school SENCO, parents and governors are involved in setting objectives.

Advancing equality of opportunity

In our school, we advance equality of opportunity in the following ways:

Through our Christian Values system which emphasises strongly the power of respect, tolerance, acceptance and equality.

Through the development of all staff in their quality first teaching and support for all pupils regardless of need or background.

Through the use of pupil voice through the student council.

Fostering good relations

In our school, we foster good relations in our community with links to groups such as the local pre-schools, the village over 50s club, the local village art and craft clubs, a range of faith groups coming into school, visits to other faith centres, links with other communities and schools with in those communities.

Protected Characteristics	Current activities in place to prevent unlawful discrimination, harassment and victimisation	Current activities in place aimed at advancing equality and diversity	Gaps identified	Actions identified	Actions taken
Race	<ul style="list-style-type: none"> School adheres to guidelines, policies and procedures issued by Local Authority Racist incident log, reviewed regularly by Pupils and Personnel Committee School has a range of knowledge at Governor level 	<ul style="list-style-type: none"> Worship, PSHE and Values all promote respect, empathy, love and tolerance towards others Parents and family members invited in to discuss their culture and country of origin 	Links to other communities and schools to widen our children's views and wider perspective.	<ul style="list-style-type: none"> Global Learning Partnership Broader links now part of AIP (Development Plan) Charitable causes both in and outside the UK Link with a school in Ugnada Develop school's engagement with the 'Black Lives Matter movement 	<ul style="list-style-type: none"> Staff member has completed Global Learning Partnership training Initial twinning arrangements have developed Staff member has made link with Ugandan School staff.
Disability	<ul style="list-style-type: none"> School adheres to guidelines, policies and procedures issued by Local Authority School has a range of knowledge at Governor level Special Educational Needs Policy SEND Report Children with specific needs have individual health care and intimate care plans put in place 	<ul style="list-style-type: none"> Worship, PSHE and Values all promote respect, empathy, love and tolerance towards others Provision maps Accessibility Audit conducted and reviewed 	<ul style="list-style-type: none"> Parking – lack of space for children or visitors with physical disabilities to be dropped off close to the school, with sufficient space around the vehicle for wheelchairs etc Lack of private space for children who may require physio, personal 	<ul style="list-style-type: none"> Consider curtains for the first aid room window Look into having disabled parking space put into car park If possible, pre-book a number of dates over the year to ensure visits 'termly' Pupils to have the opportunity to openly discuss their disability with 	<ul style="list-style-type: none"> Decision made not to have curtains due to safeguarding concerns. Will review if needed Disabled Bay added September 2019 A number of specialist support slots are now

			<p>hygiene support etc</p> <ul style="list-style-type: none"> • Delays in getting help for pupils who need it in a timely fashion eg Educational Psychologists • Children with Disabilities to have more focus on their self confidence and the engagement of others in their needs 	<p>their peers / the whole school.</p>	<p>annually pre-booked</p>
Sex	<ul style="list-style-type: none"> • School adheres to guidelines, policies and procedures issued by Local Authority • School has a range of knowledge at Governor level 	<ul style="list-style-type: none"> • Worship, PSHE and Values all promote respect, empathy, love and tolerance towards others • School Council has 1 boy and 1 girl from each class to ensure equal representation • Male relatives day • Request for more male readers to provide more equal representation 	<ul style="list-style-type: none"> • It was felt that there is a lack of male role models at the school. • As part of national consideration, it is important we engage girls in areas of Science, Technology, Engineering and Maths 	<ul style="list-style-type: none"> • Try to attract more male readers of all ages. Consider contacting KOFs group. • School made links with the Silverstone Engineering base who run STEM events for girls in our Year 5 and 6 each year. This has also led to the school have a linked STEM club which is open to all pupils. • New school policy / scheme on Relationships and sex education to be introduced in 2020 	<ul style="list-style-type: none"> • Have reached out to KOFs and via Kislingbury News. • One male volunteer reader to engage early 2021 • Additional male member of staff on school team now

Gender Reassignment	<ul style="list-style-type: none"> • School adheres to guidelines, policies and procedures issued by Local Authority • School has a range of knowledge at Governor level 	<ul style="list-style-type: none"> • Worship, PSHE and Values all promote respect, empathy, love and tolerance towards others 	<ul style="list-style-type: none"> • The school staff has little experience in this area. • School to investigate books available that may be age appropriate and introduce this subject area. 	<ul style="list-style-type: none"> • Development work through all staff and children alongside the Church of England 'Valuing All God's Children Document. 	<ul style="list-style-type: none"> • Specific Worship to be planned throughout 2020 / 21
Pregnancy and Maternity	<ul style="list-style-type: none"> • School adheres to guidelines, policies and procedures issued by PDET • School has a range of knowledge at Governor level 	<ul style="list-style-type: none"> • Worship, PSHE and Values all promote respect, empathy, love and tolerance towards others 	<ul style="list-style-type: none"> • The school will make suitable arrangements for staff under employment law Alongside the Trusts HR department 		
Age	<ul style="list-style-type: none"> • School adheres to guidelines, policies and procedures issued by Local Authority • School has a range of knowledge at Governor level 	<ul style="list-style-type: none"> • Worship, PSHE and Values all promote respect, empathy, love and tolerance towards others • School Council has representatives from each year, with Reception views being collated and conveyed by Year 6 • Buddy system helps to promote positive links between children of different ages • Links to KOFs 	<ul style="list-style-type: none"> • It was felt that further action could be taken in this area to continue to improve 	<ul style="list-style-type: none"> • Improve links to local playgroup and to KOFs • Links to be made to other playgroups and pre-schools outside of the village. • School to look to invite grandparents in for a morning to celebrate or families. 	<ul style="list-style-type: none"> • KOFs and playgroup have been to visit the school and visits have been made by staff and pupils to both groups. • Annual concerts for KOFs group each year and links with EYFS and KOF art group in place

Religion and Belief	<ul style="list-style-type: none"> School adheres to guidelines, policies and procedures issued by Local Authority School has a range of knowledge at Governor level 	<ul style="list-style-type: none"> Worship, PSHE and Values all promote respect, empathy, love and tolerance towards others School follows county rules 	<ul style="list-style-type: none"> More proactive activities to raise awareness of other faiths 	<ul style="list-style-type: none"> More events to celebrate key days of other faiths NT to discuss with staff and get ideas and feedback Visits and visitors to other places of worship New RE Scheme of work introduced in 2019-20 which ensures multi-faith learning 	<ul style="list-style-type: none"> Two assemblies planned School takes part in Dewali workshop and Parade in Northampton each year Visits arranged as part of RE studies for pupils to visit local mosque and synagogue
Sexual Orientation	<ul style="list-style-type: none"> School adheres to guidelines, policies and procedures issued by Local Authority School has a range of knowledge at Governor level 	<ul style="list-style-type: none"> Worship, PSHE and Values all promote respect, empathy, love and tolerance towards others 	<ul style="list-style-type: none"> The school staff has little experience in this area. 	New relationship policy introduced in 2020-21	Part of the coverage will be on different types of relationships and partnerships and tolerance of others

KEY: Green = actioned/completed

Amber = ongoing action

Red = Not going ahead

Black – Future objective

Latest Review November 2020