Equality Act 2010 Checklist

How well is your school demonstrating compliance with the equality duties?

Question	*Yes/No*	*How do you know?*	*Next steps*
1.Are all the staff (both teaching and non teaching), community, parents and pupils aware of the Equality Act?	Yes	Part of refresher training annually Planning incorporates many opportunities to embed the principles of the act relating to gender, race, sexual orientation, disability.	Ensure principals are continually embedded through school values, assemblies, citizenship curriculum, protected characteristics, character education.
2. Do you have an Equality policy that mentions all of the protected characteristics?	Yes	Is in HT office in policies file and on school website.	Ensure policy is reviewed by staff and shared with all stakeholders.
3. Have all stakeholders - pupils, parents/carers and staff, been involved in writing your school's policy	Most	Pupil voice, staff meetings, parent questionnaires	Highlight to parents/carers that this is shared with parents on website and children are taught the key principles to embed into everyday life and learning.
4. Have you considered your school profile and collected data on pupils by protected characteristics?	Yes	School analysis in place. Data is analysed for gender, deprivation, SEN. This is shared with staff.	Ensure equality of opportunity by meeting the children's needs rather than treating everyone equally.
5. Is the information gathered Monitored e.g. admission, attainment and attendance etc?	Yes	Monitor Boys/girls, deprivation, SEN, race	Analyse EAL and other ethnic minorities as we have more minority groups joining Newlands.
6. Do you have an action plan?	Yes	Written by SLT	Carry out future actions in order to ensure we promote a respectful, tolerant, diverse community.