The Albion Academy
The best in everyone™
Part of United Learning

Equality Analysis
2026-28

The Policy will be reviewed either: • Every two years • When statutory guidance changes • When incidents may dictate the need for review		
Policy created by:	Sarah McGarvey/ Mathew Rogers	January 2026
School policy ratified by Local Governing Board by:	Peter Howarth	October 2026

Protected Characteristic	Group	What evidence do we hold that we work to eliminate unlawful discrimination, 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 we foster good relations with people who share a protected characteristic and those who do not?
Race	***All:***	Translation of key documents, equality guidelines, grievance procedure, behaviour and respect policy, staff code of conduct, Academy Values, complaints policy, equality policy, group ethos, vision and values, group disciplinary procedure, group equality guidelines,	Academy Values, Equality Policy	School activities to promote positive attitude to support protected groups, community lettings and activities, celebrate diversity, Academy Values.
	Staff:	Equality guidelines, recruitment and selection processes, grievance Procedure, HR data, record of cases, recruitment monitoring, one to one meetings with line managers, advice sought from HR, group dignity at work policy, group recruitment & selection policy, group flexible working policy.	Those with protected characteristics included in policy development, fair recruitment processes, documents translated.	Include staff with protected characteristics in activities, culture of academy, teamwork, staff briefings, monitoring of workforce

	Pupils:	Admissions Policy, student equality data, anti-bullying records, Principal's report, LGB minutes, comparable attainment data, Arbor records, analysis of 'micro population groups' in our work	Tutor time, behaviour and respect policy, use of data to identify groups and implement planned interventions to meet needs, extended school activities to include all groups, EAL support and intervention, review exam results to determine actions and interventions, Student mentoring. School counselling Service, Student Council/Voice	Personal development taught curriculum, drop down days, visiting speakers, anti-bullying records, display of flags from all countries, culture day

Protected Characteristic	**Group**	**What evidence do we hold that we eliminate unlawful discrimination, 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 we foster good relations with people who share a protected characteristic and those who do not?**
Disability	***All:***	Academy Values, behaviour and respect policy, Trust HR Policies, SEND policies and processes, complaints policy, group ethos, vision and values, group disciplinary procedure, group equality guidelines, group grievance procedure.	Equality Policy, Academy Values, SEND policies and processes	Forums and Newsletters. Communications record with parents of children with disabilities and provision for staff, Academy Values.
	Staff:	Equality Policy, Recruitment & Selection processes, Grievance Procedure, HR data, recruitment and promotion data, support plans and info on phased returns, data on staff registered disabled, workplace adaptations, return to work meetings, group disability statement, group SEN and inclusion policy, group dignity at work policy, group recruitment & selection policy, group flexible working policy.	CPD access, dialogue with unions and other forums, staff forum, staff survey, staff wellbeing offer, fair recruitment procedures.	Fair and transparent HR processes, reasonable adjustments made, staff briefings, HR records

	Pupils:	SEN Policy, SEN achievement data, data on disabilities and adjustments made, evidence of exam access, interviews with parents, DDA compliance, student support from Academy, Disability & Access Policy, SEN/School Action Plus, Admissions Policy, analysis of 'micro populations	Tutor time, behaviour and respect policy, use of data to identify groups and implement planned interventions to meet needs, extended school activities to include all groups, review exam results to determine actions and interventions, Student mentoring. School counselling Service, Student Council/Voice	Personal development taught curriculum, drop down days, visiting speakers, anti-bullying records, estate and site changes to provide equality of opportunity

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Sex	***All:***	Complaints policy, equality policy, Academy and group ethos, vision and values, group disciplinary procedure, group equality guidelines, group grievance procedure, harassment & bullying policy, Academy Values.	Equality Policy, Academy Values, Behaviour and Respect Policy, HR Policies	HR policies and procedures, school activities to promote positive attitude to support all, Academy Values.
	Staff:	Equal Opportunities Statement, Recruitment & Selection Policy, Grievance Procedure, HR data, tribunals, 121 meetings, whistleblowing policy, recruitment and promotion data, group dignity at work policy, group recruitment & selection policy.	CPD access, dialogue with unions and other forums, staff forum, staff survey, staff wellbeing offer, fair recruitment procedures.	Fair and transparent HR processes, reasonable adjustments made, staff briefings, HR records
	Pupils:	Admissions Policy, student equality data, anti-bullying records, Principal's report, LGB minutes, comparable attainment data, Arbor records, analysis of 'micro population groups' in our work	Tutor time, behaviour and respect policy, use of data to identify groups and implement planned interventions to meet needs, extended school activities to include all groups, review exam results to determine actions and interventions, Student mentoring, Student Council/Voice	Personal development taught curriculum, drop down days, visiting speakers, anti-bullying records, estate and site changes to provide equality of opportunity

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Gender Reassignment	***All:***	Complaints policy, equality policy, group ethos, vision and values, group disciplinary procedure, group equality guidelines, group grievance procedure, harassment & bullying policy, Academy Values	Equality Policy, Academy Values, Behaviour and Respect Policy, HR Policies	HR policies and procedures, school activities to promote positive attitude to support all, Academy Values.
	Staff:	Equal Opportunities Statement, Recruitment & Selection Processes, Grievance Procedure, recruitment and promotion data for transgender, policy/guidance for staff transition, group dignity at work policy, group recruitment & selection policy.	CPD access, dialogue with unions and other forums, staff forum, staff survey, staff wellbeing offer, fair recruitment procedures.	Fair and transparent HR processes, reasonable adjustments made, staff briefings, HR records
	Pupils:	Admissions Policy, student equality data, anti-bullying records, Principal's report, LGB minutes, comparable attainment data, Arbor records, analysis of 'micro population groups' in our work	Tutor time, behaviour and respect policy, use of data to identify groups and implement planned interventions to meet needs, extended school activities to include all groups, review exam results to determine actions and interventions, Student mentoring, Student Council/Voice	Personal development taught curriculum, drop down days, visiting speakers, anti-bullying records, estate and site changes to provide equality of opportunity

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Pregnancy & Maternity	***All:***	Complaints policy, equality policy, group ethos, vision and values, group disciplinary procedure, group equality guidelines, group grievance procedure, harassment & bullying policy, Academy Values, adoption leave & pay policy, group maternity leave & pay policy, group parental leave policy, group paternity leave & pay policy.	Equality Policy, HR records	On-going communication and support, Academy Vision Statement, HR policies and procedures and records
	Staff:	Equal Opportunities Statement, Recruitment & Selection Policy, Recruitment and promotion data, rate of return post maternity leave, HR policies and procedures, Adoption Policy, Grievance Procedure, group dignity at work policy, group recruitment & selection policy, group flexible working policy.	Compliance with legislation, maternity entitlements, Flexible Working Requests/adjustments made, CPD access, dialogue with unions and other forums, staff forum, staff survey, staff wellbeing offer, fair recruitment procedures.	Celebration of pregnancies and births, KIT days, invitations to academy events, paternity leave granted, Staff Briefings, flexible working requests, approach to absence for dependents including up to 5 paid days – family first
	Pupils:	Behaviour & respect policy, anti-bullying records, Principal's report, LGB minutes	Adjustments to support learning, liaison with other agencies, flexibility over curriculum and exams, curriculum, results analysis, specialist centres, School Counselling Service, Student Council/Voice, specialist support for pregnant students through alternative off site education provision. Tutor time, behaviour and respect policy, use of data to identify groups and implement planned interventions to meet needs, extended school activities to include all groups, review exam results to determine actions and interventions, Student mentoring, Student Council/Voice	Personal development taught curriculum, drop down days, visiting speakers, anti-bullying records, estate and site changes to provide equality of opportunity, case studies of impacted pupils

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Age	***All:***	Equality policy, group ethos, vision and values, group disciplinary procedure, group equality guidelines, group grievance procedure, harassment & bullying policy, community Cohesions Policy.	Compliance with age equality guidelines, HR records	HR policies and procedures, school activities to promote positive attitude to support all, estate and site changes to provide equality of opportunity
	Staff:	Equal Opportunities Statement, Recruitment & Selection processes, Grievance Procedure, recruitment and promotion data, age profile of staff, HR policies/procedures and guidance, CPD availability and attendance, Academy Values, group recruitment & selection policy, group flexible working policy, group retirement guidelines.	Compliance with age equality legislation, HR records	All events inclusive, CPD inclusive of all age ranges, community volunteers, estate and site changes to provide equality of opportunity
	Pupils:	Behaviour & respect policy, anti-bullying records, Principal's report, LGB minutes	Tutor time, behaviour and respect policy, use of data to identify groups and implement planned interventions to meet needs, extended school activities to include all groups, review exam results to determine actions and interventions, Student mentoring, Student Council/Voice	Personal development taught curriculum, drop down days, visiting speakers, anti-bullying records, estate and site changes to provide equality of opportunity

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Religion and Belief	***All:***	Complaints policy, equality policy, group ethos, vision and values, group disciplinary procedure, group equality guidelines, group grievance procedure, harassment & bullying policy, Academy Values, group race and equality policy.	Equality Policy, Faith Room available, time off for religious observation, Attendance Policy, HR policies relating to absence from work	Community links, lettings, HR records, attendance records for pupils
	Staff:	Equality Policy, Recruitment & Selection processes, Grievance Procedure, recruitment and promotion data, 121 meetings with line managers, group dignity at work policy, group recruitment & selection policy, group flexible working policy.	Fair recruitment processes, documents translated, adapted facilities for washing, Faith Room available, fair recruitment processes, prayer time permitted.	Assemblies, awareness and community involvement, Faith Room available, time off for religious observation, staff briefings, Academy values, HR records

	Pupils:	Equality Policy, admissions policy, behaviour and respect policy	RE curriculum, use of data to identify groups and implement interventions, tutor time, behaviour and respect policy, use of data to identify groups and implement planned interventions to meet needs, extended school activities to include all groups, review exam results to determine actions and interventions, Student mentoring, Student Council/Voice	RE curriculum, personal development taught curriculum, drop down days, visiting speakers, anti-bullying records, estate and site changes to provide equality of opportunity

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Sexual Orientation	***All:***	Complaints policy, equality policy, group ethos, vision and values, group disciplinary procedure, group equality guidelines, group grievance procedure, harassment & bullying policy, Academy Values	Equality Policy, Academy Values, Behaviour and Respect Policy, HR Policies	HR policies and procedures, school activities to promote positive attitude to support all, Academy Values, records
	Staff:	Equal Opportunities Statement, Recruitment & Selection Processes, Grievance Procedure, recruitment and promotion data for transgender, policy/guidance for staff transition, group dignity at work policy, group recruitment & selection policy.	CPD access, dialogue with unions and other forums, staff forum, staff survey, staff wellbeing offer, fair recruitment procedures	Fair and transparent HR processes
	Pupils:	anti-bullying records, Principal's report, LGB minutes	Tutor time, behaviour and respect policy, use of data to identify groups and implement planned interventions to meet needs, extended school activities to include all groups, review exam results to determine actions and interventions, Student mentoring, Student Council/Voice	Personal development taught curriculum, drop down days, visiting speakers, anti-bullying records