

The Robinswood Academy Trust**Robinswood, Waterwells, Hunts Grove Primary Academies****Hunts Grove Primary Academy**
Equalities Analysis Data**Requirements in Legislation**

1. The Equality Act 2010 identifies the following as protected characteristics for the purposes of the general equalities duty on public authorities:
 - Age
 - Disability
 - Gender Reassignment
 - Pregnancy and Maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation

2. Under Section 149 of the Equality Act 2010, the Secretary of State is under a duty, when considering whether to enter into the Funding Agreement with the Academy Trust to have due regard to the need to:
 - a. eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - b. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it, in particular the need to:
 - remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
 - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
 - encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
 - c. foster good relations between persons who share a relevant protected characteristic and persons who do not share it, in particular the need to:
 - tackle prejudice and
 - promote understanding.

3. This annex considers the impact of The Robinswood Academy Trust opening a brand new provision school, Hunts Grove Primary Academy, Gloucestershire.

Analysis

4. For the purpose of this analysis we have grouped some of the protected characteristics together. This is because our assessment is that the impact of the Academy on certain groups, and consequently the strategies for promoting equality or opportunity, will be similar.
 - **Disability** is considered separately as this could affect anyone accessing the Academy, including parents and the wider community, and strategies to promote equality of opportunity mainly relate to the accessibility of the site. For students, additional adjustments can be made to ensure that the education provided is accessible and beneficial to students with disabilities, which includes SEN, as it is for those without.
 - **Gender reassignment, sex, sexual orientation, religion or belief, and race** are grouped for the purpose of this analysis. These issues affect mainly the students and the staff. As this Academy will be a co-educational Academy without a religious designation, equality policies will relate to the internal running of the school, in particular its behaviour and anti-bullying policies.
 - **Age and pregnancy and maternity** will mainly apply to staff as opposed to students ([the school will be a 4-11 academy]) so these categories are grouped.
5. A general point that applies for all these protected characteristics is that we are satisfied that the approach of the Academy Trust and the curriculum it will follow should serve to foster good relations and understanding in the children it educates in relation to people with any and all of the protected characteristics. This should contribute to the further reduction of discrimination, harassment and victimisation in the future; facilitate the advancement of equality of opportunity and fostering of good relations between persons who share these characteristics and those who do not.
6. Once the Academy opens pursuant to the Funding Agreement, the Academy Trust will be bound by the same public sector equality duty that the Secretary of State is required to comply with, across all the protected characteristics, and would be liable to enforcement action (potentially via the courts) should it fail to comply with any aspect of that duty.

Disability

7. Our assessment is that the proposed site will be accessible to learners, employees of the school, parents and community members who may need to access it. Hunts Grove Primary Academy will initially open in Waterwells Primary Academy (part of The Robinswood Academy Trust) in March 2015 and will move to new, purpose built, premises in September 2016.
8. Disability also encompasses some children with special educational needs (SEN) and The Robinswood Academy Trust is committed to making provision for children with SEN both through inclusion in mainstream classes and outside of class where necessary. The Academy's SEN policy will be aligned with the relevant code of practice. Careful differentiation of planning and resource materials will provide support and challenge appropriate to each Pupil's needs, with additional support programmes being established as required.
9. Fully qualified SEN Coordinators and support teams will ensure that effective Individual Education Plans are established and that all staff and parents know how to support the children involved.
10. The Academy also intends to work with the local multi-agency teams to allow pupils to access the most appropriate and well-qualified specialists either within the Local Authority provision

or elsewhere. If it is necessary for a child to move to School Action Plus, or he or she requires a full statement of Special Educational Needs, the Academy will call on expert advice to identify new IEP targets, to undertake special assessments, to advise on new strategies and to provide additional support that is beyond the capacity of the school[s] itself.

Gender Reassignment; Sex; Sexual Orientation; Religion or Belief; Race

11. The Academy Trust has confirmed that its recruitment and selection policy and process for staff provides equality of opportunity and prevents discrimination on the grounds of race; nationality; ethnic or national origins; sex (including gender reassignment); marital status; being lesbian, gay or bisexual; religion; religious beliefs and trade union membership. As part of its recruitment process so far, the Academy Trust has encouraged applications from under-represented groups.
12. The Academy's requirements for pupil exclusions are set out in regulations made under section 51A of the Education Act 2002. The Academy Trust must also comply with the Independent Schools Standards including the standards about the welfare, health and safety of pupils at the Academy. In line with those requirements and standards, we do not expect the Academy Trust to adopt policies that foster discrimination or persecution of any particular group within the Academy. The Academy Trust will also have policies in place to deal with any bullying.
13. The Academy's admissions policy will be expected to comply with the Admissions Code. Pupils will be admitted to the Academy without reference to ability, aptitude, social background or any of the protected characteristics. Should the Academy be over-subscribed, priority will be given in the following order: looked after children; children who have an older sibling attending at the time of transfer; proximity to the Academy using straight line measurement from the main entrance of the Academy to the main entrance to the child's home. Therefore, we have no reason to believe that the Academy will have a negative impact on any groups with protected characteristics.

Age; Pregnancy and Maternity

14. Staff – The Academy Trust has confirmed that its recruitment and selection policy and process for staff provides equality of opportunity and prevents discrimination on the grounds of age; marital status; or any other criteria not specifically related to the effectiveness of an individual's work performance. We have no reason to believe that the Academy will not comply with all current legislation in relation to maternity and paternity leave for its staff.
15. Children – Age is not a protected characteristic for children in schools, but pregnancy and maternity is. There is no reason to believe that the opening or operation of a 4-11 mixed non-faith primary Academy would amount to or lead to unlawful discrimination or victimisation on the basis of pregnancy and maternity for pupils.
16. Given the emphasis the Academy Trust has placed on working with the community and other organisations to support the development of pupils, we have no reason to believe that the Academy will not work with relevant specialist organisations that can provide specialist support for pupils if required.

Impact of the Academy on People with Protected Characteristics in the Local Area

17. The Academy Trust's overall aim is to promote excellence in education and improve the life-chances of every student in the local area.
18. The Academy will not offer education weighted towards a particular religion or belief, for any particular racial or ethnic group (N.B. Judaism and Sikhism are considered both religions and ethnicities), or for any particular gender. The curriculum will be traditional with an emphasis

on the core subjects and will be designed to be accessible to all.

19. Therefore the change in status of the school[s] into an Academy in itself is unlikely to skew provision in the area or create an adverse impact on people within any particular groups specified in the Equalities Act 2010 or people who fall outside of these groups within the wider community.
20. Central to the vision of the Academy Trust is to be schools rooted in their community and serving the needs of the local area. It has continually engaged with the public both through formal consultation and more informal engagement.

Date of Policy: January 2015