

***Many congratulations!***  
**on achieving the**  
**Red Kite Alliance RED Award**

<b>School</b>	<i>Allerton Grange School, Leeds</i>
<b>Date</b>	<i>12<sup>th</sup> February 2026</i>

**Evidence has been submitted which demonstrates:**

<b>School-wide engagement</b>			
1a Equality and diversity lie at the heart of the school's vision and ethos	✓	1d Active engagement of all staff and governors	✓
1b Effective whole-school leadership for equality and diversity	✓	1e Active engagement of pupils/students	✓
1c Up-to-date Equalities Policy, Information and Objectives	✓	1f Consultation with / positive engagement of parents/carers	✓
<b>Actions to eliminate discrimination</b>			
2a Effective strategies to create a respectful, inclusive culture	✓	2c Regular training for all staff and governors	✓
2b Robust policies and systems for tackling bullying, harassment and discrimination	✓	2d Representation of diversity through curriculum resources and displays	✓
<b>Actions to advance equality of opportunity</b>			
3a High aspirations and support for all pupils/students to achieve well	✓	3c Enhanced provision for transition, induction, support and transfer	✓
3b Support for personal development and positive behaviour	✓	3d Inclusive approaches to staff and governor recruitment, retention and development	✓
<b>Actions to foster good relations</b>			
4a All staff contribute to the planning/delivery of an inclusive and diverse curriculum	✓	4c Opportunities to engage with the wider community	✓
4b Opportunities to experience cultural diversity and develop as global citizens	✓	4d Opportunities to engage with positive role models from diverse backgrounds	✓

**Feedback**

Your RED Award 'Self-Evaluation Progress and Impact' review and your 'Evidence Pinboard' highlight the wide range of strategies implemented to help promote equality and diversity at Allerton Grange School. In key strands, there is a wide range of evidence of good practice, displaying a very clear commitment to providing the best possible experience for all students.

Across the range of evidence provided, communication, opportunity and challenge stand out as key strengths. Students and the wider community are given clear and consistent information about a wide range of E&D-related issues and activities which help to build a strong sense of community. This ensures that equality and diversity are given a high profile, whilst also ensuring breadth and frequency. Additionally, you have shown how more challenging areas linked to E&D have been effectively tackled, displaying a strong, inclusive ethos. Recognising that strengthening equality and diversity is a continual process provides an ongoing pathway to go even further in the future.

Many congratulations on all that you are doing to embed equality and diversity at Allerton Grange School. Keep up the good work!

### 1. School-wide engagement

Equality and diversity has real prominence in the school's thinking and strategies to strengthen this further are well implemented. There are some great examples of strong practice here. For example, the overarching connection of E&D with the KLAS Curriculum sets a firm basis for 'high expectations and levels of challenge for all students'. Also, the weekly newsletter referencing E&D related themes and events is a great way to maintain effective communication. A particularly positive aspect of this strand of the award is the priority given to student engagement, including through extra-curricular groups such as Spectrum (LGBTQIA+) and Rubiks Cube (SEND), through the excellent student-led Culture Day initiative and through student voice activities.

### 2. Actions to eliminate discrimination

It is constructive to see both examples of steps to encourage E&D alongside recognition of potential areas where this can be taken even further. Work to improve student access to more diverse literature is a positive step and the creation of displays marking key dates throughout the year is an excellent way to promote both reading and diversity. Additionally, monitored training for both new and longer-serving staff members is an important way to keep equality and diversity at the forefront of decision making across the school. Reflections on ways to further develop the curriculum are welcome here, showing there is ambition for continual development.

### 3. Actions to advance equality of opportunity

Multiple examples are provided here to show the broad selection of opportunities given to learners. For example, reference to the recent Ofsted report highlights the work of student leaders. Also, details of the effective use of data and one-to-one conversations with all students are clear examples of inclusive practice. 'Matriculation ceremonies' in Years 7 and 10 sound like a great way to 'further establish a sense of community and belonging for all students' – something which could be shared as best practice to other schools. It is also positive to see that this extends well to staff recruitment and retention, especially in relation to research-led changes to the application process.

### 4. Actions to foster good relations

Students at Allerton Grange School clearly have the chance to enjoy a multitude of experiences to prepare them for life in a diverse world. Initiatives such as an annual Culture Day, Community Action Hours and engagement with local community organisations are strong aspects of this strand of the award. It is positive to see that the school embraces challenge - for example, by inviting the organisation 'Solution not Sides' into school to speak to sixth form students. This decision to tackle a difficult real-world issue is noteworthy. Similarly, live lecture screenings for Black History Month are great examples of ways to extend these events outside of traditional activities (like assemblies). Again, communication is further referenced as a strength here, providing further clarity to the wider community of the importance of E&D at Allerton Grange School and beyond.

### Recommended actions

- To help you to embed E & D themes over time, consider mapping your coverage of each protected characteristic across each year group in each subject as part of an annual curriculum audit. This would allow you to track the 'E&D curriculum journey' of each student in school.

<b>Assessor</b>	<i>Sinclair Belle</i>
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### Next steps

**Your RED Award accreditation is valid until 11<sup>th</sup> February 2029.**

Please continue to build on, and develop further, your excellent equalities' work. We hope that you will want to continue to engage with the RED Award, including by sharing your good practice with other RKA schools.

12 months before the expiry of your RED Award, we will invite you to complete a new self-evaluation and action plan, so that you may apply for re-accreditation of the RED Award after three years.