

Protected characteristic of the Equalities Act 2010	How do we eliminate unlawful discrimination, harassment and victimisation?	How do we advance equality of opportunity between people who share a protected characteristic and those who do not?	How do we foster good relations between people who share a protected characteristic and those who do not?
<b>Age</b>	<ul style="list-style-type: none"> <li>• Employment / recruitment process</li> </ul>	<ul style="list-style-type: none"> <li>• Recruitment process</li> </ul>	<ul style="list-style-type: none"> <li>• Recruitment process</li> <li>• School ethos</li> </ul>
<b>Disability</b>	<ul style="list-style-type: none"> <li>• School policies</li> <li>• Inclusive practices</li> <li>• Feedback from parents / questionnaires</li> <li>• Termly reports to governors</li> <li>• Assessment data</li> <li>• Purchase of additional resources</li> <li>• Adaptations to the building</li> </ul>	<ul style="list-style-type: none"> <li>• School policies</li> <li>• Raising attainment</li> <li>• Tracking progress</li> <li>• Accessibility plan</li> </ul>	<ul style="list-style-type: none"> <li>• Good links with parents</li> <li>• Outreach Team</li> <li>• Assemblies</li> <li>• Review meetings</li> <li>• School ethos</li> <li>• School displays promote diversity</li> </ul>
<b>Gender reassignment</b>	<ul style="list-style-type: none"> <li>• Inclusive practices</li> <li>• Admissions process</li> <li>• Recruitment process</li> <li>• Equality policy</li> </ul>	<ul style="list-style-type: none"> <li>• Celebration of differences</li> <li>• School policies</li> <li>• Value differences</li> <li>• Review of practices</li> <li>• P4C (Philosophy for children)</li> </ul>	<ul style="list-style-type: none"> <li>• Good links with parents</li> <li>• Outreach team</li> <li>• Admissions process</li> <li>• School ethos and values</li> <li>• P4C (Philosophy for children)</li> </ul>
<b>Marriage and civil partnership</b>	<ul style="list-style-type: none"> <li>• PSHE Lessons and curriculum content</li> <li>• Assemblies</li> </ul>	<ul style="list-style-type: none"> <li>• School Ethos</li> <li>• P4C (Philosophy for children)</li> </ul>	<ul style="list-style-type: none"> <li>• Coffee mornings</li> <li>• PSHE meetings for parents</li> <li>• Community outreach</li> </ul>
<b>Pregnancy and maternity</b>	<ul style="list-style-type: none"> <li>• Policy for expectant parents</li> <li>• Reasonable adjustments in place to support</li> <li>• Regular meetings</li> <li>• Risk assessment</li> </ul>	<ul style="list-style-type: none"> <li>• Continue good practice</li> <li>• Paternity leave</li> </ul>	<ul style="list-style-type: none"> <li>• Following policy</li> <li>• Continue to make reasonable adjustments to ensure staff are supported at work</li> <li>• School ethos</li> </ul>

<b>Race</b>	<ul style="list-style-type: none"> <li>• Race equality policy</li> <li>• Data on admission</li> <li>• Termly reports on racial incidents to governors</li> <li>• Low number of reported racial incidents</li> <li>• Ofsted reports</li> <li>• Senior Leadership Team (SLT) track all incidents</li> </ul>	<ul style="list-style-type: none"> <li>• Celebration of differences Curriculum</li> <li>• Assemblies</li> <li>• School policies</li> <li>• Value differences</li> <li>• Inclusion Team</li> <li>• P4C (Philosophy for children)</li> </ul>	<ul style="list-style-type: none"> <li>• Celebration of differences</li> <li>• Curriculum</li> <li>• Assemblies</li> <li>• Good links with parents</li> <li>• Outreach Team</li> <li>• School policies promote equality</li> <li>• Job descriptions for staff</li> <li>• School ethos</li> <li>• School displays promote diversity</li> <li>• School pedagogy – equality</li> </ul>
<b>Religion or belief</b>	<ul style="list-style-type: none"> <li>• Admissions procedures</li> <li>• Employment documents</li> <li>• Balance of staff employed</li> </ul>	<ul style="list-style-type: none"> <li>• Celebration of differences</li> <li>• Curriculum</li> <li>• Assemblies</li> <li>• P4C (Philosophy for children)</li> </ul>	<ul style="list-style-type: none"> <li>• Celebration of differences</li> <li>• Curriculum</li> <li>• Assemblies</li> <li>• Good links with parents</li> <li>• Parent Support Adviser</li> <li>• School ethos</li> <li>• School displays promote diversity</li> </ul>
<b>Sex</b>	<ul style="list-style-type: none"> <li>• Admissions process</li> <li>• Recruitment process</li> <li>• Gender equality scheme</li> <li>• Tracking data</li> </ul>	<ul style="list-style-type: none"> <li>• Recruitment process</li> <li>• School policies</li> <li>• Raising boys writing attainment</li> <li>• Tracking progress Pupil Progress Meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Good links with parents</li> <li>• Outreach Team</li> <li>• Assemblies</li> <li>• School ethos</li> </ul>
<b>Sexual orientation</b>	<ul style="list-style-type: none"> <li>• School policies</li> <li>• Inclusive practices</li> <li>• Admissions process</li> <li>• Recruitment process</li> <li>• Equalities policy</li> </ul>	<ul style="list-style-type: none"> <li>• Celebration of differences</li> <li>• School policies</li> <li>• Value differences</li> <li>• Review of practices</li> </ul>	<ul style="list-style-type: none"> <li>• Good links with parents</li> <li>• Parent Support Adviser</li> <li>• Admissions process</li> <li>• School ethos</li> </ul>