

| Protected Behaviours | Aims of the general duty   |   |  |
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|                      | <b>What evidence do we hold that we eliminate unlawful discrimination, harassment &amp; victimisation?</b>   | <b>How do we advance equality of opportunity between people who share a protected characteristic and those who do not?</b>  | <b>How do we foster good relations between people who share a protected characteristic and those who do not?</b>                   |
| <b>Race</b>          | Local Authority Equal Opportunities Policy adopted. Anti-Bullying Policy. Behaviour & Discipline Policy. Inclusion Policy.<br>A school log book is available to record any racist incidents.<br>Governing body have access to race data.<br>A rigorous system of school rules, rewards & consequences in place.<br>Lunchtime Supervisors have had behaviour & safeguarding training and are aware of signs and are able to spot potential vulnerable groups of children. | SMSC, PSHE, SEAL and RE are used to develop positive relationships and raise awareness.<br>Emergency class circle time is used should the situation arise.  | Curriculum topics allow for all staff attempt to counter stereotypical images and misconceptions.<br>Strong community involvement. |
| <b>Disability</b>    | School meets the requirements of the amended Disability Discrimination Act 2005.<br>Anti-Bullying Policy. Behaviour & Discipline Policy. Inclusion Policy.<br>The governing body regularly collects, analyses and evaluates a range of school data.<br>A rigorous system of school rules, rewards & consequences in place.   | SMSC, PSHE, SEAL and RE are used to develop positive relationships and raise awareness.<br>Emergency class circle time is used should the situation arise.<br>Disabled toilet upgraded in 2006.<br>Quality first teaching allows for modified teaching according to individual needs. | We provide opportunities for children to work with pupils with learning difficulties to reach a common goal.                       |
| <b>Sex</b>           | Local Authority Equal Opportunities Policy adopted. Anti-Bullying Policy. Behaviour & Discipline Policy. Inclusion Policy.<br>A rigorous system of school rules, rewards & consequences in place.  | SMSC, PSHE, SEAL and RE are used to develop positive relationships and raise awareness.<br>Emergency class circle time is used should the situation arise.  | Curriculum topics allow for all staff attempt to counter stereotypical images and misconceptions.                                  |

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| <b>Gender Reassignment</b>       | The school follows the ‘Transgender and gender reassignment’ guidance from the Local Authority.  | The school follows the ‘Transgender and gender reassignment’ guidance from the Local Authority.   | The school follows the ‘Transgender and gender reassignment’ guidance from the Local Authority.   |
| <b>Pregnancy &amp; Maternity</b> | The school follows the LA guidance concerning pregnancy, maternity and paternity in relation to the adults. With respect to the children, due to the age of them it is not an issue which has applied so far.  | The school follows the LA guidance concerning pregnancy, maternity and paternity in relation to the adults. With respect to the children, due to the age of them it is not an issue which has applied so far. | The school follows the LA guidance concerning pregnancy, maternity and paternity in relation to the adults. With respect to the children, due to the age of them it is not an issue which has applied so far. |
| <b>Age</b>                       | Inclusion Policy adopted.<br>The school follows the ‘Equality in Employment Policy’  | The school welcomes and encourages a range of age groups to have contact with the school.   | Children work within ‘family groups’, comprising pupils from different year groups.   |
| <b>Religion &amp; Belief</b>     | Local Authority Equal Opportunities Policy adopted.<br>Anti-Bullying Policy. Behaviour & Discipline Policy.<br>Inclusion Policy.<br>A school log book is available to record any racist incidents.<br>Governing body have access to race data.<br>A rigorous system of school rules, rewards & consequences in place.<br>Lunchtime Supervisors have had behaviour & safeguarding training and are aware of signs and are able to spot potential vulnerable groups of children. | Curriculum topic on religious festivals, displays of work shown around the school, PHSE, SEAL and Circle time are used to develop positive relationships.<br>Emergency circle time if situation arises.       | The school follows the agreed syllabus for RE as established by the LA. The school has welcomed a range of visitors.  |
| <b>Sexual Orientation</b>        | Local Authority Equal Opportunities Policy adopted.<br>Anti-Bullying Policy. Behaviour & Discipline Policy.<br>Inclusion Policy.<br>A school log book is available to record any racist incidents.<br>Governing body have access to race data.<br>Lunchtime Supervisors have had behaviour & safeguarding training and are aware of signs and are able to spot potential vulnerable groups of children.<br>A rigorous system of school rules, rewards & consequences in place. | SMSC, PSHE, SEAL and RE are used to develop positive relationships and raise awareness.<br>Emergency class circle time is used should the situation arise.  | Homophobic language and bullying would be dealt with should it arise.<br>With respect to the children, due to the age of them it is not an issue which has applied so far.                                    |