

Protected Behaviours	Aims of the general duty		
	How have we engaged with the protected groups in order to eliminate unlawful discrimination, harassment & victimisation?	How have we engaged with the protected groups in order to advance equality of opportunity?	How do we engage with protected groups in order to foster good relations?
Race	Is not an issue at East Haddon CE Primary School at the current time.	A range of outside agencies can be called upon should the need arise. As yet the school has not had to contact any groups.	The curriculum has a multi-cultural element built in. Care is taken to ensure that positive role models are used from all races and cultures. A range of visitors and visits are planned over an academic year.
Disability	Parents' Evenings and regular inclusion review meetings would allow for a dialogue with any families of children with a disability.	The school uses local authority support and training to inform the teaching of children with specific learning difficulties & additional needs covered by the disability act: for children & staff with dyslexia or visual impairment the screen colours and photocopying are changed.	Does not apply to East Haddon CE Primary School at the current time.
Sex	Pupil performance meetings take place termly following assessment periods. This allows for staff to focus on specific areas.	Careful reference made to performance data to check for underperformance of any particular group. Positive role models from both genders in a range of fields are highlighted in the curriculum and assembly.	Any sexist language and stereotypes would be challenged and dealt with according to the school policies.
Gender Reassignment	Not applicable due to the nature of the organisation.	Not applicable due to the nature of the organisation.	Not applicable due to the nature of the organisation.
Pregnancy & Maternity	Not applicable due to the age of the children. The school follows the local authority's guidelines for pregnancy & maternity leave.	Not applicable due to the age of the children. The school follows the local authority's guidelines for pregnancy & maternity leave.	Not applicable due to the age of the children. The school follows the local authority's guidelines for pregnancy & maternity leave.
Age	School follows local authority policy for staff.	Care is taken to ensure that all ages of children have equal opportunities for the activities in school where possible.	The school follows its equal opportunities policy for staff.

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Religion & Belief	The school follows the local authority's advice and guidance on the teaching of different faiths within the school.	As a Church of England school, we deliver Christian assemblies in school each week, however, we are careful to incorporate all main religions and their key messages of equality and love.	The curriculum has a multi-cultural element built in. The RE units cover a range of different faiths.
Sexual Orientation	The school follows its equal opportunities policy for staff.	Homophobic language and bullying is dealt with according to the school's anti-bullying policy. Children of parents covered by this aspect are protected by the existing policies should the need arise. The school follows its equal opportunities policy for staff.	No formal consultation with the protected group as such has taken place. Parents who are covered by this aspect have discussed issues with the school as they arise.