

Protected Characteristic	Aims of the General Duty		
	What evidence do we hold that 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?
Race	Race Equality Policy Data on admission Termly reports on racial incidents to GB Low number of reported racial incidents	Celebration of differences Curriculum Collective Worship School policies Value differences	Celebration of differences Curriculum Collective Worship Good links with parents Parent Support Workers School policies promote equality School Values School displays promote diversity
Disability	School Policies Inclusive practices Feedback from parents/questionnaires Termly reports to GB Assessment data Purchase additional resources - auxiliary equipment	School policies Raising attainment Tracking progress	Good links with parents Parent Support Workers Collective Worship SEND meetings/structured conversations School Values School displays promote diversity PSHE curriculum promotes respect for diversity and challenges negative stereotyping
Gender	Admissions process Recruitment process Gender Equality Scheme Tracking data	Recruitment process School policies Tracking progress PPMs	Good links with parents Collective Worship Learning Mentor School Values PSHE curriculum Promotes respect for diversity and challenges negative stereotyping
Gender Reassignment	Inclusive practices Admissions process Recruitment process Equality Policy	Celebration of differences School policies Value differences Review of practices	Good links with parents Learning Mentor Admissions process School Values
Pregnancy & Maternity	Policy for expectant parents Reasonable adjustments in place to support Regular meetings Risk Assessment <sup>1</sup>	Continue good practice Paternity leave	Following policy Continue to make reasonable adjustments to ensure they are supported at work School values
Age	Employment/recruitment process	Recruitment process	Recruitment process School values
Religion & Belief	Admissions procedures Employment procedures Balance of staff employed RE curriculum Collective Worship programme	Celebration of differences Collective Worship	Celebration of differences Curriculum Assemblies Good links with parents Parent Support Workers School values School displays promote diversity Promote respect for diversity and challenge negative stereotyping
Sexual Orientation	School policies Inclusive practices Admissions process Recruitment process Equality Policy	Celebration of differences School policies Value differences Review of practices	Good links with parents Learning Mentor Admissions process School Values Promotes respect for diversity and challenges negative stereotyping