



PROTECTED CHARACTERISTIC:	GROUP	EVIDENCE: <b>Eliminate unlawful discrimination, harassment and victimisation</b> between people who share a protected characteristic and people who do not.	EVIDENCE: <b>Advance equality of opportunity</b> between people who share a protected characteristic and people who do not.	EVIDENCE: <b>Foster good relations</b> between people who share a protected characteristic and people who do not.	ACTION:
Age	All	<ul style="list-style-type: none"> <li>• Ethos and values.</li> <li>• Equality Duty Statement.</li> <li>• Inclusion Policy.</li> <li>• Positive Regard behaviour policy</li> <li>• Equality Policy</li> </ul>	<ul style="list-style-type: none"> <li>• Mission Statement: Promote the principle of equal value.</li> <li>• Compliance with guidelines.</li> <li>• School logo 'Everyone Matters'.</li> </ul>	<ul style="list-style-type: none"> <li>• Community Events: <ul style="list-style-type: none"> <li>o Summer Fayre.</li> <li>o Year 6 school productions, EYFS &amp; Year 1 Christmas nativity, KS2 &amp; Year 2 Christmas church concert (St. Mary's church), Christmas fair, Harvest festival, EYFS Easter bonnet parade</li> <li>o Friends' of the School meetings and events (e.g. Halloween disco, Valentine's disco)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Monitor to ensure no unfavourable treatment to pupils or staff due to age.</li> </ul>
	Staff	<ul style="list-style-type: none"> <li>• Equal opportunities statement.</li> <li>• Recruitment and Selection Policy.</li> <li>• HR policies and procedures.</li> <li>• CPD.</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with legislation.</li> <li>• CPD: attendance records.</li> </ul>	<ul style="list-style-type: none"> <li>• CPD inclusive of all age ranges.</li> <li>• Team ethos, not hierarchy.</li> <li>• CPD/ staff meetings</li> <li>• Assemblies</li> </ul>	

	Pupils	<ul style="list-style-type: none"> <li>Curriculum.</li> <li>Picture News weekly sessions.</li> <li>PSHE twice a week lessons.</li> <li>Citizenship.</li> <li>2 -11 school ages: all as important as each other.</li> <li>Positive Regard behaviour approach.</li> </ul>	<ul style="list-style-type: none"> <li>Transition process: <ul style="list-style-type: none"> <li>Year 6 to Year 7 is well embedded with feeder schools.</li> </ul> </li> <li>Data collected at transition evenings used to inform support/ intervention for all pupils.</li> </ul>	<ul style="list-style-type: none"> <li>Assemblies: Guest speakers and pupil voice.</li> <li>School council: pupil voice.</li> <li>Parent consultations throughout the year.</li> <li>'Meet the Teacher' session for pupils and parents to meet new teacher ahead of September.</li> <li>Transition days in new class ahead of September.</li> <li>Transition document for SEND pupils to take home.</li> <li>Teachers of old and new classes to meet during Transition days to inform new teach of class information ahead of September.</li> <li>Pupils invited to share outside school achievements or interests in celebration assembly.</li> <li>Teachers to celebrate pupils work in celebration assembly; parents invited.</li> <li>Clubs offered for all pupils from year 1 – year 6. Not appropriate for lower ages.</li> </ul>	<ul style="list-style-type: none"> <li>Positive Regard Behaviour approach reviewed regularly. (Reviewed Jan 2026).</li> </ul>
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PROTECTED CHARACTERISTIC:	GROUP	EVIDENCE: Eliminate unlawful discrimination, harassment and victimisation	EVIDENCE: Advance equality of opportunity	EVIDENCE: Foster good relations	ACTION:
<b>Disability</b>	All	<ul style="list-style-type: none"> <li>• Ethos and values.</li> <li>• Equal opportunities statement.</li> <li>• Disability Equality Scheme.</li> <li>• Inclusion Policy.</li> <li>• Compliance with Equality Act regulations.</li> </ul>	<ul style="list-style-type: none"> <li>• Mission Statement: Promote the principle of equal value.</li> <li>• School logo 'Everyone Matters'.</li> </ul>	<ul style="list-style-type: none"> <li>• Consultation with new parents, e.g. questionnaire and reasonable adjustments then made.</li> <li>• Fundraising events for charities.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to raise awareness for all pupils of disabilities via assemblies, PSHE lessons, Picture News sessions, year group or class workshops, trips.</li> <li>• Good, supportive communication between home and school.</li> <li>• Opportunities for parent/ pupil voice to be shared.</li> <li>• Ensure all children have access to the school's full curriculum.</li> </ul>
	Staff	<ul style="list-style-type: none"> <li>• Recruitment and Selection Policy.</li> <li>• HR policies and procedures.</li> <li>• HR data.</li> <li>• Risk assessments re medical support.</li> <li>• SIMS data.</li> <li>• Inclusion Chartermark.</li> </ul>	<ul style="list-style-type: none"> <li>• Accessibility and Disability Action Plan.</li> </ul>	<ul style="list-style-type: none"> <li>• Consultation with new staff: medical questionnaire and reasonable adjustments then made.</li> <li>• Staff training.</li> </ul>	
	Pupils	<ul style="list-style-type: none"> <li>• Accessibility Plan.</li> <li>• SEND Policy.</li> <li>• Anti-Bullying and Harassment Policy.</li> <li>• Curriculum: PSHE</li> </ul>	<ul style="list-style-type: none"> <li>• Leodis Support Service.</li> <li>• Family Support Worker.</li> <li>• Signposting to outside support.</li> </ul>	<ul style="list-style-type: none"> <li>• Support plans, including SaLT programmes.</li> <li>• Pupil Passports (voice); these are shared X3/ year</li> </ul>	<ul style="list-style-type: none"> <li>• Events calendar.</li> </ul>

		<ul style="list-style-type: none"> <li>• Picture News weekly sessions.</li> <li>• Risk assessments / health care plans for pupils with medical needs.</li> <li>• SaLT programmes.</li> <li>• Examination arrangements.</li> <li>• Positive Regard behaviour approach.</li> </ul>	<ul style="list-style-type: none"> <li>• Agencies.</li> <li>• Mentoring.</li> <li>• Assemblies.</li> </ul>	<ul style="list-style-type: none"> <li>with parents/ carers.</li> <li>• Regular parent consultations for pupils who are on a support plan.</li> <li>• LSS Family Support.</li> <li>• Pupil voice.</li> <li>• Assemblies linked to global and national events.</li> <li>• Communication between SENCo/ SaLT/ OT/ class teacher team and other professionals.</li> </ul>	
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PROTECTED CHARACTERISTIC:	GROUP	EVIDENCE: Eliminate unlawful discrimination, harassment and victimisation	EVIDENCE: Advance equality of opportunity	EVIDENCE: Foster good relations	ACTION:
Gender reassignment	All	<ul style="list-style-type: none"> <li>• Ethos and values.</li> <li>• Anti-Bullying and Harassment Policy.</li> </ul>	<ul style="list-style-type: none"> <li>• School logo 'Everyone Matters'.</li> <li>• Mission statement: Promote the principle of equal value.</li> </ul>	.	<ul style="list-style-type: none"> <li>• Promote awareness of nationally recognised support groups.</li> <li>• Arrange and deliver LGBTQ+ training in accordance with the UK law and Fundamental British Values.</li> <li>• Challenge stereotypes through direct teaching (in PSHE lessons) and indirect teaching.</li> <li>• To ensure up to date statutory guidance is followed.</li> </ul>
	Staff	<ul style="list-style-type: none"> <li>• Recruitment and selection Policy.</li> <li>• Grievance Policy and Procedures.</li> </ul>	<ul style="list-style-type: none"> <li>• Clear recruitment processes.</li> </ul>	<ul style="list-style-type: none"> <li>• Clear recruitment processes.</li> <li>• SAS Wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure staff use terminology correctly and sensitively and be able to challenge prejudices.</li> </ul>
	Pupils	<ul style="list-style-type: none"> <li>• Curriculum: PSHE and RSE.</li> <li>• Picture News weekly sessions.</li> <li>• Positive Regard behaviour approach.</li> </ul>	<ul style="list-style-type: none"> <li>• Family Support Worker.</li> <li>• Pupils voice (worry box in classrooms/ ask it basket/ Zones of Regulation during PSHE lessons).</li> </ul>	<ul style="list-style-type: none"> <li>• Assemblies to promote ethos and diversity.</li> <li>• Pupil voice: school council</li> <li>• PSHE &amp; Picture News curriculum and lessons.</li> </ul>	<ul style="list-style-type: none"> <li>• Put books on this theme into the curriculum.</li> </ul>

			<ul style="list-style-type: none"> <li>• Pastoral Team.</li> <li>• Pastoral support from all staff.</li> </ul>	<ul style="list-style-type: none"> <li>• Pupils have weekly access to a wide range of books on this subject in the school library.</li> </ul>	
<b>Marriage and civil ceremonies</b>	All		<ul style="list-style-type: none"> <li>• Ethos and values</li> <li>• Inclusion Policy</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with legislation</li> </ul>	<ul style="list-style-type: none"> <li>• Check that there are no policies or practises which could result in unfair or less favourable treatment.</li> <li>• Different relationships within society are taught directly and indirectly through the PSHE scheme, which is frequently updated.</li> </ul>
	Staff		<ul style="list-style-type: none"> <li>• Attendance Policy includes both marriage and civil ceremonies.</li> <li>• Recruitment policy</li> <li>• Equal opportunities statement</li> </ul>	<ul style="list-style-type: none"> <li>• Assemblies.</li> <li>• RE.</li> </ul>	<ul style="list-style-type: none"> <li>• Forced marriage awareness is addressed through staff training</li> </ul>
	Pupils		<ul style="list-style-type: none"> <li>• Curriculum: PSHE</li> <li>• Diversity Workshops</li> <li>• Picture News weekly sessions.</li> <li>• Assemblies linked to national and global events.</li> </ul>	<ul style="list-style-type: none"> <li>• Assemblies.</li> <li>• RE lessons</li> <li>• PSHE lessons</li> </ul>	<ul style="list-style-type: none"> <li>• Diversity Workshops from outside the school community.</li> <li>• Assemblies linked to cultural/ global and national events.</li> </ul>

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<b>Pregnancy and maternity</b>	All	<ul style="list-style-type: none"> <li>• Ethos and values.</li> <li>• Inclusion Policy.</li> <li>• Curriculum: PSHE and RSE.</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with legislation.</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing communication and support.</li> </ul>	
	Staff	<ul style="list-style-type: none"> <li>• Equal opportunities statement.</li> <li>• Recruitment and Selection Policy.</li> <li>• Grievance Policy and Procedure.</li> <li>• Risk assessment.</li> <li>• One to one meetings.</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with guidelines and legislation.</li> <li>• Return to work days.</li> <li>• Keep in touch days.</li> <li>• Adjustments to working hours.</li> <li>• Head teacher/ key staff keep in touch.</li> </ul>	<ul style="list-style-type: none"> <li>• KIT days.</li> <li>• Maternity/ Paternity leave.</li> <li>• Care First info advice &amp; guidance service.</li> <li>• SAS wellbeing</li> <li>• HR support</li> </ul>	<ul style="list-style-type: none"> <li>• Create bespoke risk assessment for pregnant member of staff.</li> </ul>
	Pupils	<ul style="list-style-type: none"> <li>• PSHE curriculum</li> <li>• RSE curriculum</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with legislation and guidance</li> <li>• Pastoral support</li> <li>• Contact with external agencies for support</li> </ul>	<ul style="list-style-type: none"> <li>• Good home/ social communication</li> </ul>	<ul style="list-style-type: none"> <li>• Deliver RSE/ Sex education age appropriately.</li> </ul>
<b>Race</b>	All	<ul style="list-style-type: none"> <li>• Ethos and values.</li> <li>• Equal opportunities statement.</li> <li>• Inclusion Policy.</li> </ul>	<ul style="list-style-type: none"> <li>• School logo 'Everyone Matters'.</li> <li>• Mission statement: Promote the principle of equal value.</li> </ul>	<ul style="list-style-type: none"> <li>• Black History Awareness month.</li> </ul>	<ul style="list-style-type: none"> <li>• Promote awareness and understanding for all pupils through PSHE and RE lessons, assemblies and visitors to school.</li> <li>• Promote awareness of different cultures and communities through PSHE, RE curriculum and indirectly through English</li> </ul>

					<ul style="list-style-type: none"> <li>curriculum (stories).</li> <li>Provide communication from school to home so accessible to parent/ carers. E.g. translated letters in first language.</li> </ul>
	Staff	<ul style="list-style-type: none"> <li>Equal opportunities statement.</li> <li>Recruitment and Selection Policy.</li> <li>Grievance Policy and Procedure.</li> </ul>	<ul style="list-style-type: none"> <li>Diversity in recruitment – HR.</li> </ul>	<ul style="list-style-type: none"> <li>Leave of absence for cultural/ religious events.</li> <li>assemblies</li> </ul>	
	Pupils	<ul style="list-style-type: none"> <li>Anti-bullying and Harassment Policy.</li> <li>Racial incident log.</li> <li>Anti-bullying assemblies.</li> <li>Report a concern form.</li> <li>Curriculum: PSHE.</li> <li>Black History Awareness month.</li> <li>Picture News weekly sessions.</li> <li>Positive Regard behaviour approach.</li> </ul>	<ul style="list-style-type: none"> <li>Anti-bullying Week.</li> <li>Mentoring.</li> <li>Key individuals in subjects, e.g. Nelson Mandela in History</li> </ul>	<ul style="list-style-type: none"> <li>Assemblies linked to global and national events.</li> <li>Time off for religious observation.</li> <li>Cultural days/ events.</li> <li>School council – pupil voice.</li> <li>Anti-Bullying week.</li> <li>Pupil voice survey</li> </ul>	<ul style="list-style-type: none"> <li>Events calendar.</li> <li>Black History month 2026</li> </ul>

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<b>Religion or belief</b>	All	<ul style="list-style-type: none"> <li>• Ethos and values.</li> </ul>	<ul style="list-style-type: none"> <li>• School logo 'Everyone Matters'.</li> <li>• Mission Statement: Promote the principle of equal values.</li> </ul>	<ul style="list-style-type: none"> <li>• Translators for parents.</li> </ul>	
	Staff	<ul style="list-style-type: none"> <li>• Equal opportunities statement.</li> <li>• Recruitment and Selection Policy.</li> <li>• Grievance Policy and Procedure.</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with guidelines and legislation.</li> </ul>	<ul style="list-style-type: none"> <li>• Assemblies: Outside speakers. Time off for religious observation.</li> </ul>	
	Pupils	<ul style="list-style-type: none"> <li>• Anti-bullying and Harassment Policy.</li> <li>• Anti-bullying assemblies.</li> <li>• Report a Concern Box.</li> <li>• Picture News weekly sessions.</li> <li>• Positive Regard behaviour approach.</li> </ul>	<ul style="list-style-type: none"> <li>• RE curriculum. Anti-bullying week.</li> </ul>	<ul style="list-style-type: none"> <li>• Assemblies. Time off for religious observation. Pupil survey. School Uniform. Pupils provided with the space to observe if needed.</li> <li>• Visits to places of worship.</li> </ul>	<ul style="list-style-type: none"> <li>• Increased number and wider range of visits to places of worship.</li> <li>• Guest speakers of religious faiths/ beliefs backgrounds.</li> <li>• Events calendar.</li> </ul>

PROTECTED CHARACTERISTIC:	GROUP	EVIDENCE: Eliminate unlawful discrimination, harassment and victimisation	EVIDENCE: Advance equality of opportunity	EVIDENCE: Foster good relations	ACTION:
Sex	All	<ul style="list-style-type: none"> <li>• Ethos and values.</li> <li>• Equal opportunities statement.</li> <li>• Inclusion Policy.</li> <li>• Anti-bullying and Harassment Policy.</li> </ul>	<ul style="list-style-type: none"> <li>• School logo 'Everyone Matters'.</li> <li>• Mission Statement: Promote the principle of equal values.</li> </ul>		
	Staff	<ul style="list-style-type: none"> <li>• Equal opportunities statement.</li> <li>• Recruitment and Selection Policy.</li> <li>• HR Policies and Procedures.</li> <li>• Grievance Policy and Procedures.</li> <li>• Data: recruitment and promotion.</li> </ul>			<ul style="list-style-type: none"> <li>• Recent RSE training for staff.</li> <li>• Promote Fundamental British values</li> </ul>
	Pupils	<ul style="list-style-type: none"> <li>• PSHE.</li> <li>• Picture News weekly sessions.</li> <li>• Positive Regard behaviour approach.</li> </ul>	Compliance with most recent legislation, guidance and policies. Clear recruitment processes.	PSHE training	<ul style="list-style-type: none"> <li>• PREVENT training</li> </ul>

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<b>Sexual orientation</b>	All	<ul style="list-style-type: none"> <li>• Ethos and values.</li> <li>• Equal opportunities statement.</li> <li>• Inclusion Policy.</li> <li>• Anti-bullying and Harassment Policy.</li> </ul>	<ul style="list-style-type: none"> <li>• School logo 'Everyone Matters'.</li> <li>• Mission Statement: Promote the principle of equal values.</li> </ul>		<ul style="list-style-type: none"> <li>• Embed a positive environment for all whereby gender stereotypes and gendered expressions are not used.</li> </ul>
	Staff	<ul style="list-style-type: none"> <li>• Equal opportunities statement.</li> <li>• Recruitment and Selection Policy.</li> <li>• HR Policies and Procedures.</li> <li>• Grievance Policy and Procedure.</li> </ul>		<ul style="list-style-type: none"> <li>• SAS wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>• Training/ meeting for staff to embed a positive environment for all whereby gender stereotypes and gendered expressions are not used.</li> </ul>
	Pupils	<ul style="list-style-type: none"> <li>• Ethos and values.</li> <li>• Picture News weekly sessions.</li> <li>• Positive Regard behaviour approach.</li> </ul>	<ul style="list-style-type: none"> <li>• PSHE sessions Family Support Worker. Mentoring.</li> </ul>	<ul style="list-style-type: none"> <li>• PSHE lessons</li> <li>• Good communication with parents/ class teacher/ Safeguarding team.</li> </ul>	