



Ashmole Primary School - Aims of the general duty

Equality Strand	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	Equality policy. Data on admission. Termly reports on racial incidents to Trust. Low number of reported racial incidents.	Celebration of differences. Curriculum Assemblies School policies. Value differences.	Celebration of differences. Curriculum Assemblies Good links with parents. School policies promote equality. Job descriptions for staff. School ethos. School displays promote diversity.
Disability	School policies. Inclusive practices. Feedback from parents. Termly reports to Trust. Assessment data. Purchase of additional resources.	School policies. Raising attainment. Tracking progress.	Good links with parents. Assemblies Annual Review meetings. School ethos. School displays promote diversity.
Gender	Admissions process. Recruitment process. Accessibility plan. Equality policy. Tracking data.	Recruitment process. School policies. Raising attainment of boys writing. Tracking progress. Pupil progress meetings.	Good links with parents. Assemblies School ethos.
Gender Reassignment	Inclusive practices. Admissions process. Recruitment process. Equality policy.	Celebration of differences. School policies. Value differences. Review of practices.	Good links with parents. Parent Support Advisers. Admissions process. School ethos.
Pregnancy and Maternity	Policy for expectant parents. Reasonable adjustments in place. Regular meetings.	Continue good practice. Paternity leave.	Following policy. Continue to make reasonable adjustments to ensure individuals are

	Risk assessment.		supported at work. School ethos.
Age	Employment/recruitment process.	Recruitment process.	Recruitment process. School ethos.
Religion and Belief	Admissions procedures. Employment documents. Balance of staff employed.	Celebration of differences. Curriculum Assemblies	Celebration of differences. Curriculum Assemblies Good links with parents. School ethos. School displays promote diversity.
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. Admissions process. School ethos.