

**The Bliss Charity School
Equality Engagement**

Protected characteristics	Aims of the general duty		
	How have we engaged with the protected groups in order to eliminate unlawful discrimination, harassment and victimization?	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	Effective – work hard towards promoting positive images for race relations Racial incidents monitoring	Curriculum topics Books giving positive images of different races and cultures	Hebrew assembly and visit Comenius project visits African drumming group
Disability	Disability action plan	Use SN teams such as Autism, Dyslexia Paralympics visits	Link with Greenfields school and Fairfield's Teaching Alliance.
Sex	Adverts show awareness of need to avoid discrimination.		Positive male role model readers
Gender Reassignment	NA		
Pregnancy and Maternity	Through invites to come into school and share with children the process. Through sex education.	Via the curriculum delivered particularly in KS1	
Age	Encourage staff to be welcome beyond retirement age – library Older people encouraged to help in school	Invites to assemblies, functions and other events	Through invites to functions
Religion and Belief	Explain to other children why JW children do not attend Christmas and birthday celebrations	Curriculum topics	Visits to Gurdwara Jewish visitor annually Celebration of festivals
Sexual Orientation	Sex education lessons	no	n/a