

**The Bliss Charity School
Equality Information**

Protected characteristics	Aims of the general duty		
	What evidence do we hold that we eliminate unlawful discrimination, harassment and victimization?	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	Racist incidents monitoring Racist incidents reporting	Take up by groups in after school clubs. Selection of reading books with positive role models. Encourage visitors to school to reflect society we live in.	Through invites to school, sharing cultures, work on language and culture days. Music reflects this diversity positively.
Disability	SEN provision mapping Support for children with disability monitored.	Accessibility plan	Link with Greenfields school Invite to paralympians into school Sports leadership training with disabled athlete leading and with disabled children.
Sex	Adverts show awareness of need to avoid discrimination. Interviews have shortlisted men and women.	Gender analysis with APP and SATs information.	Positive male role model readers, visitors and sports coaches.
Gender Reassignment	NA		
Pregnancy and Maternity	Policies	Maternity leave guidelines followed	Links through the curriculum
Age	Fairly equal age balance	Open recruitment procedure. Equal opps training for governors Recruitment training for gobs and staff.	Through links to the school both supporting and being supported.
Religion and Belief	Variety of curricular opportunities	Curriculum topics	Visits to different places of worship Variety of visitors other than Christian Support for Jehovah's Witness and Jesus Army + withdrawal from certain parts of the curriculum.
Sexual Orientation	Sex education training for staff and parents		