

Protected characteristics

Protected characteristics	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	Racist incidents are treated very seriously and are recorded and reported annually to the Governing Board and the Local Authority. The ethnic diversity of the school reflects the demographic of the local area.	The school provides opportunities for children to experience other cultures through the curriculum, assemblies and through extended opportunities and visitors to the school. Everyone is treated equally, and all have the same opportunities.	Children share experiences of other cultures and are interested in each other's lives.
English as an Additional Language (EAL)	English as an Additional Language has always been important at Oak Green as over half of the school have an additional language. EAL pupils make good progress.	The school website has Google translator links to support and ensure clear communication with EAL families. Staff, parents and pupils translate for parents who require support in accessing meetings.	Children share experiences of other languages. Our pupils show they are interested in each other's languages. Pupils are encouraged to speak in their own language as well as English. Translators and translated documentation allow strong relationships to build.
Special Educational Needs	Planning for learning and support ensures that all SEND pupils play a full part in all aspects of school life, including residential trips, sports day and extracurricular activities. Safer recruitment and professional review procedures help ensure equality of opportunity.	All pupils are seen to participate fully in school performances, events and sports days. We ensure that parents who are disabled are able to access school events together with parents who are able-bodied. Children learn to support others and celebrate their involvement within a caring and supportive environment. Staff and pupils have risk assessments in place to support need.	Positive relationships are made between all pupils who see each other as equals. The school works closely with outside agencies including the NHS and the Specialist Teaching Service. Assemblies, training and hosting events help raise their profile within the school and wider community.
Specific medical needs	We have children and staff who have specific medical needs such as asthma, allergies and	Our medical lead is full time and is aware of all medical needs within our school. The medical team are	The medical team have excellent relationships with the pupils, parents and staff. They work closely

	diabetes. Pupils make progress relevant to their need. Staff recruitment and professional review procedures help ensure equality of opportunity.	trained in supporting the needs of our pupils.	with the SEND ARP team to ensure all pupils needs are met. External professionals work regularly with the school to ensure we do all we can to meet need.
Sex	Most pupils make good progress, irrespective of gender. Staff recruitment and professional review procedures help ensure equality of opportunity.	The school makes every effort to challenge stereotypes relating to gender and equality. Monitoring of pupil data ensures appropriate interventions support achievement for all pupils in all areas of the curriculum, irrespective of gender.	The school curriculum and assemblies extend children's knowledge and understanding of people's involvement of the world and challenges traditional stereotypes about gender.
Gender reassignment	Staff recruitment and professional review procedures help ensure equality of opportunity.	The school has a strong ethos of equality and tolerance and inclusivity linked to our Values.	The school promotes inclusion for all members of the community.
Pregnancy and maternity	The school ensures entitlements to Paternity and Maternity leave are met. The school supports spouses wishing to attend medical appointments during pregnancy. The school supports flexible working as far as possible for teachers returning from maternity leave and for those with children.	Staff support needs during pregnancy are reviewed regularly with the line manager and staff have a risk assessment in place to support staffing need.	A strong team ethos of collaboration, joy and support helps foster a supportive environment for all staff.
Age	There is a wide age profile of staff and volunteers at the school. Staff recruitment and professional review procedures help ensure equality of opportunity.	As a school we celebrate the opportunities that are presented through a community with a wide age profile. Children are encouraged to think of the needs of others (e.g. not to trouble the elderly with trick or treating at Halloween)	Members of the community are invited into school to talk about their experiences of life when they were a child.
Religion and belief	Oak Green School promotes the understanding, tolerance and inclusivity of all religions and does not discriminate on the basis of religious belief. Through assemblies and RE, the school develops the knowledge and understanding of the main celebrations of	Children talk about different religious festivals and beliefs at assemblies during the school year.	The school continues to extend links beyond the local community with the aim of providing opportunities for children of widely differing cultures to learn together. The school promotes an understanding of shared values between different cultures and religious beliefs.

	<p>religions. Staff recruitment and professional procedures help ensure equality of opportunity irrespective of religious belief.</p>		
Sexual orientation	<p>Homophobic language is not tolerated. Sex education incorporates understanding of sexual orientation for older pupils. The school demonstrates a commitment to equality of opportunity and treatment to all members of the community regardless of sexual orientation. Staff recruitment and professional review procedures help ensure equality of opportunity.</p>	<p>Ensure that all parents are included in all aspects of school life. Enable children to develop an understanding of different models of family life.</p>	<p>Encourage the involvement of parents in all aspects of school life. Ensure that resources that are used in school promote a range of models of family life.</p>
Pupil Premium	<p>Any targeting of any group is not tolerated, and this is true to pupils who are most vulnerable.</p>	<p>We ensure that all parents are involved in all aspects of school life as possible with staff ensuring that they understand these may be hard to reach. We enable children to be active citizens in our school and not to be held back for any reason. Evidence of how we support pupils and how we take specific measures to improve the performance are in our Pupil Premium Strategy.</p>	<p>Encourage the involvement of all parents in all aspects of school life. Our Wellbeing team works with our pupils and their families to remove any barriers. Ensure that resources are available to support both pupils and families.</p>