

## **The Equality Act 2010 protected characteristics: showing how your school supports equality**

The Equality Act 2010 provides a legal framework that protects people from discrimination, harassment and victimisation and to advance equality of opportunity. Under the Act, there are nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

It is against the law to discriminate against anyone because of a protected characteristic they have, and it is also unlawful to discriminate because you think a person has a protected characteristic, even if you are mistaken. All schools should be inclusive environments that actively promote equality and tackle discrimination.

The table below lists each of the protected characteristics and what our school does to prevent and tackle discrimination, and how we promote inclusion and equality of opportunity in relation to each protected characteristic.



## How our school supports equality of opportunity for all

At Richardson Dees Primary School, we strive to create an inclusive environment where every member of the school community can flourish.

Under the Equality Act 2010, which protects all individuals from discrimination, there are nine protected characteristics. We do not discriminate or tolerate discrimination against anyone based on any of the protected characteristics they have. The table below explains how we promote inclusion and equality of opportunity in relation to each protected characteristic.

Age	Disability	Gender reassignment
	Wheelchair access to all parts of the school building. Disabled Parking Space Disabled toilets facilities available Provision of additional space for small group work and individual work for targeted learners Development of a physical environment that is safe and welcoming with positive images reflected in displays around the school Carpeting to facilitate favourable acoustics in some areas of school Handrails on stairs where necessary Provision of specialist equipment and aids Provision of Home School dialogue apps across school. Electronic communication with parents increased Hearing, Sight and Disability Games e.g. trying lip reading, trying to put a jumper on with one hand.	Provide a range of dressing up costumes and props available to all children



**Richardson Dees Primary School**

Marriage and civil partnership	Pregnancy and maternity	Race
Displays and images reflect different families and what makes them unique		Accessing Local Authority Services e.g. Ethnic Minority and Travellers Advisory Service, EAL support etc Teach Spanish, French and Mandarin



Religion or belief	Sex	Sexual orientation
<p>Pupils are taught about different religions and celebrate some of these occasions e.g. Chinese New Year; Diwali; Ramadan; Easter</p> <p>Fabulous Food fortnight focussed on foods from different nationalities and families were encouraged to bring samples of their own cultural dishes to share.</p>	<p>Provide a range of dressing up costumes and props available to all children</p> <p>Displays which show girls in construction or boys in cookery to breakdown stereotypes</p>	