



## Protected Characteristics

### What do we do in school to protect these characteristics?

- We inexplicitly teach about Protected Characteristics in our PSHE/RSE curriculum (see mapping below).
- We believe in our school values and demonstrate them throughout our school.
- Everyone is welcome in our school.
- We respect our visitors.
- Everyone can take part in our extra-curricular clubs.
- We help people if they have a disability or special educational needs.
- We have assemblies and lessons that teach us about disabilities and people with special educational needs.
- We have assemblies, lessons, trips and workshops that teach us about equality and diversity.
- Everyone has a voice.
- We have lots of diverse books in our curriculum.
- Everyone is different and we celebrate everyone!



## Where are Protected Characteristics taught in our Curriculum?

These are the areas in our PSHE/RSE curriculum where Protected Characteristics are taught, although not explicitly.

Characteristic	Year Group	PSHE Key Area	Lesson
<b>Age</b>	1	Citizenship	The needs of others
	3	Families and Relationships	Stereotyping: Age
	4	Citizenship	Diverse Communities
<b>Disability</b>	EYFS	Building Relationships	I am unique
	EYFS	Building Relationships	Similarities and Differences
	3	Family and Relationships	Respecting differences in others
	4	Family and Relationships	Stereotypes: Disability
	4	Citizenship	Diverse Communities
	4	Economic Wellbeing	What influences career choices?
	5	Economic Wellbeing	Why challenge workplace stereotypes?
	6	Family and Relationships	Challenging Stereotypes
<b>Sex</b>	EYFS	Building Relationships	Similarities and Differences
	1	Family and Relationships	Gender Stereotypes
	2	Family and Relationships	Gender Stereotypes: Careers and Jobs
	2	Safety and the Changing Body	Appropriate Contact: My private parts
	2	Safety and the Changing Body	Appropriate Contact: My private parts are private
	3	Family and Relationships	Stereotyping: Gender
	3	Economic Wellbeing	Can anyone be anything?
	4	Family and Relationships	Stereotypes: Gender
	5	Economic Wellbeing	Why challenge workplace stereotypes?
	5	Family and Relationships	Stereotyping: Gender
	6	Family and Relationships	Stereotypes: Attitudes
	6	Family and Relationships	Challenging Stereotypes
	6	Safety and the Changing Body	Physical and Emotional Changes in Puberty
	6	Identity	What is Identity?
	6	Identity	Identity and Body Image
<b>Marriage and Civil Partnership</b>	EYFS	Building Relationships	Special People
	1	Family and Relationships	What is family?
	2	Family and Relationships	Families offer stability and love

	5	Family and Relationships	Marriage
<b>Race</b>	EYFS	Building Relationships	Festivals
	1	Citizenship	Similar yet different
	2	Citizenship	Similar yet different: My Local Community
	3	Family and Relationships	Respecting Differences in Others
	4	Citizenship	Diverse Communities
	5	Family and Relationships	Stereotyping: Gender
	5	Economic Wellbeing	Why challenge workplace stereotypes?
	6	Families and Relationships	Challenging Stereotypes
	6	Identity	What is Identity?
	6	Identity	Identity and Body Image
<b>Pregnancy and Maternity</b>	6	Relationships and Sex Education	Conception
	6	Relationships and Sex Education	Pregnancy and Birth
<b>Sexual Orientation</b>	1	Family and Relationships	Gender Stereotypes
	2	Safety and the Changing Body	Appropriate Contact: My private parts
	2	Safety and the Changing Body	Appropriate Contact: My private parts are private
	3	Citizenship	Local Democracy
	6	Identity	What is Identity?
	6	Identity	Identity and Body Image
	6	Safety and the Changing Body	Physical and Emotional Changes in Puberty
<b>Religion or Belief</b> (also see our RE curriculum)	EYFS	Building Relationships	Festivals
	1	Citizenship	Similar yet different
	2	Citizenship	Similar yet different: My Local Community
	3	Family and Relationships	Respecting Differences in Others
	4	Family and Relationships	Families in the Wider World
	4	Citizenship	Diverse Communities
	5	Family and Relationships	Stereotyping: Gender
	5	Family and Relationships	Stereotyping: Race and Religion
	6	Family and Relationships	Challenging Stereotypes
	6	Identity	What is Identity?
	6	Identity	Identity and Body Image
<b>Gender Reassignment</b> (themes related to)	6	Family and Relationships	Stereotypes: Attitudes
	6	Family and Relationships	Challenging Stereotypes
	6	Safety and the Changing Body	Physical and Emotional Changes in Puberty
	6	Identity	What is Identity?
	6	Identity	Identity and Body Image

## It is against the law to discriminate against someone because of:

### Age

- A person belonging to a particular age or range of ages.

### Disability

- A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

### Gender reassignment

- The process of transitioning from one sex to another.

### Marriage and civil partnership

- Marriage is a union between a man and a woman or between a same-sex couple.
- Same sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

### Pregnancy and maternity

- Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

### Race

- Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

### Sexual orientation

- Whether a person's sexual attraction is towards their own sex, the opposite sex, or to both sexes.

### Religion and belief

- Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

### Sex

- A man or a woman.