

Protected Characteristics

There are 9 protected characteristics in the 2010 Equalities Act:

- Age
- Race (colour, nationality, ethnic or national identity)
- Gender / Sex
- Religion
- Marriage or Civil Partnership
- Disability
- Gender reassignment
- Sexual Orientation
- Pregnancy and Maternity

This law prevents discrimination and promotes equality.

People cannot be treated badly...

- In school
- In work
- On public transport
- When buying things
- When joining clubs



OFSTED inspect schools to monitor how well they are meeting the following aims of the Act:

- to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010
- to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- to foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Ways we can do this:

- **Through our curriculum**, such as teaching children about racism, or other religions. We can also ensure that work in subjects like Geography does not consolidate stereotypes about other countries.
- **Through our resources**, such as books we share or have in the library, and the examples we use when showing children pictures.
- **By not tolerating discriminatory or prejudicial behaviour.**
- **By ensuring that children show respect for those who share the protected characteristics.**
- **Events**, such as visitors, school trips, Anti-Bullying Week.

This runs through everything we do. However, as the children move up through the school, it is useful for them to be aware that there are laws which make sure that people are treated fairly and that everyone is respected.

Here are some of the places in the curriculum where we can explicitly discuss equality, celebrate diversity and make children aware of the need to combat discrimination. You may want to put them on your curriculum map so that you remember them.

Yr	Term	Subject / Area	Protected Characteristic
R		Role Models: Sarah Storey	Disability
		Role Models: Rosa Parks	Race
1		Role Models: Helen Keller	Disability
	2	PSHE - Celebrating Difference (all different and all special)	Race, sex, religion, disability
2	1	Role Models: Mary Seacole	Race, sex
		Role Models: Dorothee Pullinger	Sex
	2	PSHE - Celebrating Difference (gender / sex stereotypes)	Sex / gender
	5	PSHE - Relationships (different types of family)	Sexual orientation
3	1	Role Models: Martin Luther King	Race
	2	PSHE - Celebrating Difference (L1, L5 - different families)	Sexual orientation, gender / sex
	3	Role Models: Ellie Simmonds	Disability
	6	PSHE: Changing Me (family stereotypes)	Gender / sex
4	2	PSHE - Celebrating Difference (judging by appearance)	Race, sex, religion, disability
	3	Role Models: Greta Thunberg	Age
	5	Trip to the Hindu Temple	Religion
	6	Role Models: Benjamin Zephaniah	Race, disability (neurodivergence)
5	2	PSHE - Celebrating Difference (racism and different cultures)	Race
		Role Models: Mae Jemison	Race, sex
		Role Models: Mo Farah	Race, religion
	6	PSHE - Changing Me (different families and IVF)	Sexual orientation
	6	Science - prenatal development	Pregnancy and maternity
6		History - Georgian Bath, the slave trade and Olaudah Equiano	Race
	2	PSHE - Celebrating Difference (disability, age - Lesson 3)	Disability
		Role Models: Nadia Hussain	Religion, race
	6	PSHE - Changing Me (different families, pregnancy)	Sexual orientation, pregnancy

Our Houses are named after role models who faced discrimination and this can be drawn out in relevant lessons.

House Role Model	Protected Characteristic
Hawking	Disability
Yousefzai	Age, Sex, Religion
Pankhurst	Sex
Rashford	Race