

Protected Characteristics at St Peter's Rational, Ethos & Curriculum Links



Rational	
	<p>We work to ensure that our children understand that:</p> <p style="text-align: center;">Everyone is different. We celebrate our differences. We are all equal in our differences at St Peter's</p> <p>The Equality Act became law in 2010. It covers everyone in Britain and protects people from discrimination, harassment, and victimisation. Everyone in Britain is protected. This is because the Equality Act protects people against discrimination because of the protected characteristics that we all have. Under the Equality Act, there are nine Protected Characteristics:</p> <ol style="list-style-type: none"> 1. Age 2. Disability 3. Gender reassignment 4. Race 5. Religion or belief 6. Marriage or civil partnership 7. Sex 8. Sexual orientation 9. Pregnancy and maternity <p>St Peter's actively promotes these in our curriculum and work to embed them into our ethos. Under the Equality Act you are protected from discrimination:</p>

- When you are in the workplace.
- When you use public services like healthcare (for example, visiting your doctor or local hospital) or education (for example, at your school or college);
- When you use businesses and other organisations that provide services and goods (like shops, restaurants, and cinemas);
- When you use transport.
- When you join a club or association (for example, your local rugby club);
- When you have contact with public bodies like your local council or government departments.

The 9 Protected Characteristics actively promoted at St Peter's Church of England Primary School:

- Our school vision and ethos statements and our SDP.
- Our school core values; Our Christian Values & British Values, specifically the value of respect - for everyone around you, and diversity, appreciating and celebrating the differences and similarities between us.
- Our school behaviour policy.
- Conscious role modelling by all adults in the school community.
- Active engagement and communication with parents and carers.
- Collective Worship.
- The promotion of British Values in school life.
- Developing a love of reading through a range of authors and genres.
- Discussion within curriculum subjects, taking a cross-curricular approach; Learning for life and RSE lessons, as well as taking the opportunity to model respect and positivity in all lessons.
- Promoting articulation by building appropriate language and a coherent vocabulary; • Religious Education (RE) lessons.
- Relationship & Sex Education (RSE) & Personal, Social, Health Education (PSHE);

During their time at St Peter's C.E. Primary School, children cover all the major world religions (Judaism, Islam, Buddhism, Hinduism, Sikhism). These are taught with the understanding that we celebrate and respect all religions and their principles... along with Christianity.

Sporting competitions: Both within school and outside of school, varied competitions are organised by our Head Teacher

- Varied art movement/artist curriculum.
- School Council.
- Educational experiences and visits/visitors
- Real-life learning outside the classroom
- Developing links with the local community
- Extra-curricular activities, after-school clubs, charity work and work within the local community

Safer recruitment, retention and staff development. We collect and analyse the following data to assess the impact of our Equality Policy.

The main areas we assess are:

- Admissions.
- Attendance.
- Exclusions.
- Outcomes.
- Racial incidents
- Bullying incidents
- Homophobic incidents
- Any other prejudice related incidents

Ethos

Embedding Protected Characteristics into the whole ethos of
St Peter's Church of England Primary School

Self-esteem, self-knowledge and self-confidence nurture workshops for identified groups/classes. Children have specific tailored support into self-esteem and self-confidence when this is an area of need identified by staff. Our curriculum builds on this in each year group too.

Understanding that everyone is wonderful, and everyone has wonderful talents and attributes
Celebration Assemblies; learning showcase opportunities; opportunities to represent the school.

Respect for democracy and support for participation in the democratic process Elections held across classes for representatives for school council and other elected bodies, theme within Collective Worship.

Acceptance of responsibility for their own behaviour and teaching children to make good choices. Our robust behaviour policy clearly lays out our expectations and behaviour management.

Respect for their own and other cultures whole school RE coverage, as well as themes of respect through our Christian values.

Every member of the community knowing that whatever they report, it will be dealt with appropriately. Visits from PCSO; RNLI, ... Year 6 and 5 external learning modules (The chamber of commerce); modelling from all adults in school that concerns will always be dealt with.

Understanding of how they can contribute positively to school and home life and to the lives of those living and working in the locality and further afield such as with Christian Aid, UNICEF Right Respecting and McMillan Cancer Relief; links with local care home, food hubs and banks.

An understanding of Equality, Human Rights and Protected Characteristics Overview of where protected characteristics are included through our curriculum can be seen above.

Appreciation that living under the rule of law protects individual citizens and is essential for their wellbeing and safety Understanding of democracy – modelling within school as part of our behaviour principles & attitudes, theme within Collective Worship.

An understanding that the freedom to choose and hold other faiths and beliefs is protected in law. Faiths taught through RE, and constant reminders during lessons that everyone's religion is to be respected and appreciated.

An acceptance that other people having different faiths or beliefs to oneself (or having none) should be accepted and tolerated and should not be the cause of prejudicial or discriminatory behaviour. Modelled and taught within RE lessons; any prejudiced incident that takes place is seen as an opportunity to reflect, learn and make better choices next time.

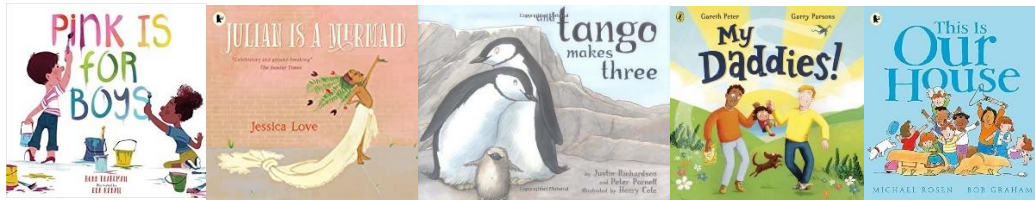
An understanding of the importance of identifying and combating discrimination Stereotyping and challenging these covered in Years 4, 5 and 6 during PSHE lessons.

Parents taking an active part in identifying barriers and informing school leaders of actions that can be taken to eradicate these. Many opportunities for parent communication, through class contact (email, phone calls, face-to-face), welcoming school office and the Parent Forum

Opportunities through learning for Protected Characteristics

- Visitors from charities such as Cancer Relief, McMillian Nurses, Barnados, NSPCC, The Dogs Trust, Daniel Fox Foundation
- School awards such as UNICEF Rights Respecting
- Safe use of technology including password security and privacy settings
- Being Safe Online through the National Online Award
- Black History Month
- Multi Faith Week
- Chinese New Year
- Mardi Gras
- Anti – Bullying Week
- Inspiration and Aspiration Week
- Safer Internet Week
- Crucial Crew
- Well stocked library to cover the Protected Characteristics

A Sample of books in school



Multi Faith Week



The Curriculum

Elements of protected characteristics can be found across our Courage Curriculum in subjects such as science and Religious Education. Our Jigsaw Scheme ensures all 9 areas are taught.

Protected characteristics	What this refers to	Curriculum Links
Age	Where this is referred to, it refers to a person belonging to a particular age (for example, 32-year-olds) or range of ages (for example, 18- to 30-year olds).	Celebrating Difference Ages 10-11 Piece 3: Power Struggle
Gender Reassignment	The process of transitioning from one gender to another.	Celebrating Difference Ages 5-6 Piece 6: Celebrating Me. Ages 7-8 Piece 5: Gender diversity Ages 8-9 Piece 1: Judging by appearances Ages 10-11 Piece 2: Understanding difference

		NB. In Jigsaw the focus is on accepting all people as unique individuals, not on transitioning itself
Being married or in a civil partnership.	Marriage is no longer restricted to a union between a man and a woman but now includes a marriage 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).	Celebrating Difference Ages 7-8 Piece 1: Families
Being pregnant or on maternity leave.	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.	Celebrating Difference Ages 3-4/4-5 Piece 3: Families Ages 7-8 Piece 1: Families
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.	Celebrating Difference Ages 10-11 Piece 5: Celebrating difference
Race including colour, nationality, ethnic or national origin.	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	Celebrating Difference Ages 9-10 Piece 2: Racism
Religion, belief or lack of religion/ belief	Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.	Celebrating Difference Ages 9-10 Piece 1: Different Cultures
Sex	A man or a woman.	Celebrating Difference Ages 6-7 Pieces 1&2: Boys and Girls
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	Celebrating Difference Ages 10-11 Piece 4: Boyfriends and girlfriend