



PROTECTED CHARACTERISTICS

PROMOTING THE NINE PROTECTED CHARACTERISTICS

The Equality Act became law in 2010. It covers everyone in Britain and protects people from discrimination, harassment and victimisation.

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:

1. Age
2. Disability
3. Gender reassignment
4. Race - including colour, nationality, ethnic or national origin
5. Religion or belief
6. Marriage or civil partnership
7. Sex
8. Sexual orientation
9. Pregnancy and maternity

No form of discrimination is tolerated at the Aspire Federation and our pupils show respect for those who share the protected characteristics.

We do not teach about all the protected characteristics in every year group. The curriculum is planned and delivered so that our pupils develop age appropriate knowledge and understanding during their time at the Aspire Federation

Promoted in School through:	Impact:
<ul style="list-style-type: none"> ● Our school ethos statement and core values. ● Our school behaviour policy ● Active role modelling by all adults within our school community ● Assemblies ● PSHE and RE curriculum ● Discussion within curriculum subjects, taking a cross-curricular approach ● Charity work ● Pupil Voice 	<ul style="list-style-type: none"> ● Our children have high levels of self-esteem, self-knowledge and self-confidence. ● They show a strong respect for democracy and support for participation in the democratic process. ● They are accepting of responsibility for their own behaviour through the use of our behaviour system. ● They show an immense respect for their own and other cultures ● A strong understanding of how living under the rule of law protects individual citizens and is essential for their wellbeing and safety. ● 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 ● An understanding of the importance of identifying and combating discrimination.

protected Characteristic	Core Learning:	Year Group:	Term:	Subject:
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).			
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 nonwork context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.			

Marriage and 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).	5	1	PSHE
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.	2	4	History

Disability	<p>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.</p>	2		Reading
Religion or Belief	<p>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.</p>			<p>RE</p> <p>PSHE</p>
Sexual Orientation	<p>Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.</p>			

Gender Reassignment	The process of transitioning from one gender to another.			
Sex	A man or a woman.	YR - 6		PSHE