



Hurst Green Primary School – Protected Characteristics Information



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:

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

Under the Equality Act, you are protected from discrimination:

- 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 tennis club)
- When you have contact with public bodies like your local council or government departments

The 9 Protected Characteristics are actively promoted in school through:

- Our school ethos statements, SDP, and SEF
- Our school core values
- Our school behaviour policy
- Personal, Social, Health and Economic education (PSHE) sessions - Jigsaw
- Religious Education (RE) lessons, RSE lessons and Protected Characteristic talks
- Conscious role modelling by all adults in the school community
- Active engagement and communication with parents and carers
- Assemblies
- British Values themes for a day, week and term
- Discussion within curriculum subjects, taking a cross-curricular approach
- Promoting articulation by building appropriate language and a coherent vocabulary
- Books focusing on diversity/showing diverse characters and authors
- Displays around schools show representation
- Sporting, Art and Cultural Events
- Pupil Voice
- Educational visits and visitors who come into school
- Real-life learning outside the classroom
- Guest speakers
- Developing links with local, national and international communities
- Extra-curricular activities, after-school clubs, charity work and work within the local community

Jigsaw PSHE programme's role in Hurst Green's Protected characteristics work:

Jigsaw takes a multi-faceted approach to supporting schools with the teaching of protected characteristics, and is a significant contributor to this specific inspection duty, primarily via:

- Teaching materials 3-16, including assemblies, lesson plans, images, end of Puzzle outcomes (3-11), and activities

- Supporting documents
 - o Mapping
 - o Articles
- Policy guidance
- Training, staff development and support

The Jigsaw PSHE 3-16 teaching materials can help schools understand and promote these characteristics more fully and in a pupil-centred way. Our inclusive approach starts with children in Nursery and Reception (ages 3-5) and continues to develop through the age ranges, to age 16.

Ground rules are fundamental to creating and maintaining an inclusive and safe teaching and learning environment. Establishing such an environment for both pupils and teachers is important for PSHE education lessons – especially those focusing on equality and the protected characteristics, as it:

- enables them to feel comfortable exploring values and attitudes
- enables them to express their own opinions and consider the views and opinions of others, without the fear of negative feedback, and only if they choose to.

In Jigsaw 3-16, this happens in every single lesson. It is crucial to establish a safe, open and inclusive learning environment based on trusting relationships between all members of the class, adults and students alike. To enable this, it is important that 'ground rules' are agreed and owned at the beginning of the year and are reinforced in every Piece – by using The Jigsaw Charter. Classes devise their own Jigsaw Charter at the beginning of the year so that they have ownership of it.

One of the most important elements of the Charter is the Right to Pass, where children and young people understand fully that they do not have to participate in the discussion/activity if they do not wish to. This creates a space where they can feel safe and their wishes are taken seriously by adults and peers alike. This is vital when teaching about safeguarding in both an implicit and explicit way. They choose whether they speak or not and their right to pass is upheld and respected.

The Jigsaw Charter refers to confidentiality too. Although, realistically, it is unlikely that complete confidentiality will be observed, it is important that children/young people are taught to respect the

privacy of others and to do their best to keep what is said in Jigsaw Pieces (lessons) confidential. The teacher must emphasise that they cannot promise complete confidentiality as they must report any information relating to safeguarding concerns.

Throughout Jigsaw, the mindful approach to PSHE, students are encouraged by staff to ask questions, to find someone who can help them, and ultimately to help themselves by becoming more independent.

In terms of content, the Puzzle 'Celebrating Difference' is the most pertinent of units for teaching about the protected characteristics, as it focuses on similarities and differences and teaches about diversity, such as disability, racism, gender, family composition, friendships, and conflict. Children learn to accept everyone's right to 'difference', and most year groups explore the concept of 'normal'. Bullying – what it is and what it isn't, including cyber and homophobic bullying – is an important aspect of this Puzzle.

The 'Relationships' Puzzle also has a wide focus, looking at diverse topics such as families, friendships, equality in relationships, and love and loss – all of which can help to deliver the vital messages behind the Equality Act. A vital part of this Puzzle is about safeguarding and keeping children safe; this links to cyber safety and social networking, as well as attraction and assertiveness; children learn how to deal with conflict, their own strengths and self-esteem. They have the chance to explore roles and responsibilities in families and look at stereotypes.

All Jigsaw lessons are delivered in an age- and stage-appropriate way so that they meet pupils' needs and can help them understand the wider world.

Jigsaw coverage of the Protected Characteristics:

Protected Characteristics	What this refers to	Link to Jigsaw 3-11
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 Struggles

Gender reassignment	The process of transitioning from one gender to another.	<p>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.</p>
Being married or in a civil partnership	<p>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).</p>	<p>Celebrating Difference Ages 7-8 Piece 1: Families</p>
Being pregnant or on maternity leave	<p>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</p>	<p>Celebrating Difference Ages 3-4/4-5 Piece 3: Families Ages 7-8 Piece 1: Families</p>

	unfavourably because she is breast feeding.	
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 girlfriends

Equality Act 2010

Protected Characteristics

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



AGE



DISABILITY



SEX



MARRIAGE AND
CIVIL PARTNERSHIP



RACE



PREGNANCY
AND MATERNITY



SEXUAL
ORIENTATION



RELIGION OR
BELIEF



GENDER
REASSIGNMENT



Safe Schools Alliance UK
Putting Safeguarding First

