



Protected Characteristics at Chapel Allerton Primary

Promoting the Protected Characteristics at Chapel Allerton Primary

We work to ensure that our pupils understand that:


- There are no outsiders at Chapel Allerton Primary
- Everyone is different.
- We celebrate our differences.
- We are all equal in our differences.

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.

Under the Equality Act, there are nine Protected Characteristics:

- age
- disability
- gender reassignment
- race
- religion or belief
- marriage or civil partnership
- sex
- sexual orientation
- pregnancy and maternity

What does this mean?



Protected Characteristics are aspects of a person's identity that are protected under the **Equality Act 2010**. This law makes it illegal to discriminate against someone based on these characteristics, helping to promote a fairer and more equal society.

Age
Discrimination against people based on their age can be referred to as **ageism**.

Disability
Discrimination against people based on disability is referred to as **ableism**. It is typically based on irrational hatred, intolerance and fear of people with disabilities.

Gender reassignment
Transphobia is prejudice and discrimination against people who identify as or are perceived to be transgender. It is typically based on irrational hatred, intolerance and fear.

Marriage and civil partnership
It protects people with a formal legal partnership with someone either of the same sex or opposite sex.

Pregnancy and maternity
A person can't be treated unfavourably, for example not being given a promotion at work, because they are pregnant or have recently given birth.

Race
Prejudice and discrimination against people based on the colour of their skin or the racial or ethnic group to which they belong is referred to as **racism**.

Religion or belief
The Equality Act 2010 protects people against discrimination based on their **religion or beliefs**.

Sex
The Equality Act 2010 protects people against discrimination based on their **biological sex**. Prejudice and discrimination against people based on sex or gender is referred to as **sexism**.

Sexual orientation
Homophobia is an umbrella term for prejudice and discrimination against people who identify as or are perceived to be **LGBT**.

At Chapel Allerton Primary, we actively promote the Protected Characteristics in our curriculum and embed them into our ethos.

Where is it in our curriculum?

characteristic	Taught within:
age	Y2 Aut 2 Diverse library stock.
disability	Y4 Aut 2 Y5 Sum 2 Y6 Aut 2 Diverse library stock.
gender reassignment	Y6 Spr 1
race	F1 Aut 2 Y1 Sum 1 Y2- Aut 1/Aut 2/Spr 2

	<p>Y3- Aut 2/Sum 1/Sum 2</p> <p>Y4-Aut 1/Spr 1/Sum 2</p> <p>Y5 - Aut 1/Aut2/Spr 1/Spr 2/Sum 1/Sum 2</p> <p>Y6- Aut 1/Sum 2</p> <p>Diverse library stock.</p>
Religion or belief	<p>Every year group covers this in every 1/2 term throughout the year : see LTP for RE</p> <p>Diverse library stock.</p>
marriage and civil partnership	<p>Y1- Aut 2</p> <p>Y2-Spr 2</p> <p>Y4-Sum 2</p> <p>Diverse library stock.</p>
sex	<p>Y1-Spr 1</p> <p>Y2-Spr 2/Sum 1</p> <p>Y3-Sum 1</p> <p>Y5-Sum 1</p> <p>Diverse library stock.</p>
sexual orientation	<p>F1 Aut 1 (different families)</p> <p>F2-Spr 2 (different families)</p> <p>Y1 (different families)</p> <p>Y2 (different families)</p> <p>Y6 - Spr 1/Sum 2</p> <p>Diverse library stock.</p>
pregnancy and maternity	<p>Through picture books and discussion</p> <p>Picture News assemblies.</p> <p>Diverse library stock.</p>

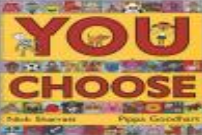







In addition to this, we have a strong emphasis on celebrating difference and having/showing respect for others threading through our curriculum.

We hold an annual 'All are Welcome' day where we celebrate and learn about themed aspects of the Protected Characteristics e.g. race, racism, kindness, diversity and difference.

We also use 'Picture News' for whole school and class assemblies and make the characteristic we are talking about explicit in our conversations.



These books are read as class texts over the course of the year to encourage positive and guided discussion of the protected characteristics. At Chapel Allerton Primary, we strive to create an environment where pupils can share their opinions and ask questions.

Reception					
Learning Intention	To say what I think.	To understand that it's OK to like different things.	To make friends with someone different.	To understand that all families are different.	To celebrate my family.
Year 1					
Learning Intention	To like the way I am.	To play with boys and girls.	To recognise that people are different ages.	To understand our bodies work in different ways.	To understand that we share the world with lots of people.
Year 2					
Learning Intention	To understand what diversity is.	To understand how we share the world.	To understand what makes someone feel proud.	To feel proud of being different.	To be able to work with everyone in my class.
Year 3					
Learning Intention	To understand how difference can affect someone.	To understand what 'discrimination' means.	To find a solution to a problem.	Use strategies to help someone who feels different.	To be welcoming.
Year 4					
Learning Intention	To know when to be assertive.	To understand why people choose to get married.	To overcome language as a barrier.	To ask questions.	To be who you want to be.
Year 5					
Learning Intention	To learn from our past.	To justify my actions.	To recognise when someone needs help.	To appreciate artistic freedom.	To accept people who are different from me.
Year 6					
Learning Intention	To promote diversity.	To stand up to discrimination	To challenge causes of racism.	To consider how my life may change as I grow up.	To recognise my freedom.