

HIGH LITTLETON CHURCH OF ENGLAND PRIMARY SCHOOL

TEACHING ABOUT PROTECTED CHARACTERISTICS

All primary and secondary schools should be able to demonstrate that no form of discrimination is tolerated and that pupils show respect for those who share the protected characteristics.

Protected Characteristic	What this refers to	Links to our PSHE curriculum
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 Year 6 Piece 3: Power Struggles
Gender reassignment	The process of transitioning from one gender to another.	Celebrating Difference Year 1 Piece 6: Celebrating Me. Year 3 Piece 5: Gender diversity Year 4 Piece 1: Judging by appearances Year 6 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 Year 3 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 Reception Piece 3: Families Year 3 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 Year 6 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 Year 5 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 Year 5 Piece 1: Different Cultures
Sex	A man or a woman.	Celebrating Difference Year 2 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 Year 6 Piece 4: Boyfriends and girlfriends