

Protected Characteristics – developing children’s understanding at Deanery

Characteristics	Definition	Where it is covered EYFS	Where it is covered KS1	Where it is covered LKS2	Where it is covered UKS2
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).	<p>Growing up-</p> <ul style="list-style-type: none"> Do I know babies grow into adults? Do I know the difference between young and old? Do I know what we need to grow? Can I recognise how young and old are similar and different <p>Changes- how we change as we get older</p> <p>Small world toys showing different stages of life from baby, toddler, teenager, adult and older adult.</p> <p>Being me- Talk about who they are and what makes them special and unique.</p> <p>Timelines throughout the year, Personal timelines</p> <p><i>Kindness – postcard walks</i></p>	<p>Timelines of ordering ages and stages in life through PSHE lessons.</p> <p>Through history discuss the changes in living memory and explore experiences from the past.</p> <p>Year 2 – Science – how people change as they get older.</p>	<p>Keeping safe – school rules and age restrictions.</p> <p>Kindness - RSE – postcard walks</p>	<p>Year 5 – Science</p> <ul style="list-style-type: none"> <i>Animals & humans: describe the changes as humans develop to old age</i>
Gender reassignment	The process of transitioning from one gender to another	NA	N/A	Anti-bullying week	
Being in a marriage or	Marriage is no longer restricted to a union between a man and a woman but now	Difference and Diversity- All families are different.	General conversations about our families and homelife through.		Relationships – recognising that there

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civil partnership	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>Relationships- Explore different family members in a family. Use Love makes a family book.</p> <p>RE curriculum Family photo albums Stories Topic – weekly story e.g. The Great big book of families focus Library in class – selection of books</p>	Opportunities in continuous provision for children to showcase their experiences.		<p>are different types of relationship.</p> <p>Understanding what marriage and civil partnership means. Recognising different types of committed relationships during RSE sessions – same sex relationships</p> <p>Y5 RE – Rites of Passage</p>
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 nonwork context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.	<p>Growing up- New baby visit or baby clinic set up in continuous provision to understand how to care for babies. External visitors e.g. Midwife/Nurse Books – in book corner PSHE Dolls in provision</p>	<p>Science Week visitors – nurse/midwife</p> <p>People having babies in relation to the life cycles of humans in Science.</p> <p>In RE and PSHE discuss how to take care of babies.</p>	Science Week visitors – nurse/midwife	<p>Science Week visitors – nurse/midwife</p> <p>Year 5 – Science</p> <ul style="list-style-type: none"> • <i>Animals & humans:</i> <i>describe the changes as humans develop to old age</i> • <i>Living things & their habitats:</i> <i>Describe the life cycle of a mammal and process of reproduction in an animal</i>
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	<p>Difference and Diversity – Linked to disability. Talk to the children about why they are special. Help children to identify that we are all different and that</p>	General conversations about differences and similarities between people.	Difference and Diversity School visitor – Aspire: wheelchair basketball/blind football	Difference and Diversity School visitor – Aspire: wheelchair basketball/blind football

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	<p>person’s ability to carry out normal day to-day activities</p>	<p>is ok. Discuss how we can include others. Talk about ways we can learn from each other. Discuss the importance of respecting each other’s differences. Discuss with the children why people might be treated unfairly.</p> <p><i>School visitor – Breaking Limits visit Bartholomew Gee – explore this Odd socks day Small world toys Assembly about sight (B Murrell)</i></p>	<p>In RE teach about braille.</p>		
<p>Race including colour, nationality, ethnic or national origin</p>	<p>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</p>	<p>Being me- Talk to children about who they are, what makes them unique etc. Encourage children to dress up and pretend to be someone else. Ask questions such as, ‘How does that feel?’</p> <p>Difference and Diversity – Linked to race including colour, nationality, ethnic or national origin Talk to the children about why they are special. Help children to identify that we are all different and that is ok. Discuss how we can include others. Talk about ways we can learn from each other. Discuss the importance of respecting each other’s</p>	<p>Learn about and explore a range of significant people through history and RE, covering a range of race, nationality, religion and ethnicity. For example Ibn Battuta, Harriet Tubman and Amelia Earhart.</p> <p>Year 1 teach the ‘Windrush Generation’ in creative curriculum.</p>	<p>Y4 – RE – Identity, Sikhism</p> <p>Y4 class novels – BAME novels: Anisha Accidental Detective, Little Badman and the invasion of the killer aunties</p>	<p>Y6: Journey to Jo’Burg studied in English</p> <p>Culture Day</p> <p>Y5 History – Mayans – South American heritage</p> <p>Y5 music – Blues music</p>

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		<p>differences. Discuss with the children why people might be treated unfairly.</p> <p>Traveller culture & celebrations – respected, supported and/or shared by school on a family by family basis Black History Month – celebrates black people across art, sport, politics, activists for change as children progress through school (EYFS Alma Thomas) Rec Topic is Festivals and celebrations Mrs Swann – Linked to Festivals and dance</p>			
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	<p>RE curriculum Agreed syllabus: stories from Islam, Hindu & Christian cultures, ceremonies from Islam, Hinduism & Christianity, Understanding Christianity RE is taught weekly Collective worship Class and whole school worship</p>	<p>Through RE curriculum where we discuss different religions and beliefs. How people celebrate things in different ways and what their traditions and customs are.</p> <p>Share children’s own experiences of religions and celebrations within class.</p>	RE curriculum	<p>RE curriculum Y5 RE trip</p>
Sex	A man or a woman	<p>Difference and Diversity- dolls and books which challenge gender stereotyping.</p> <p>Role play opportunities Small world</p>	<p>Role play and images to support the diversity of people.</p> <p>Year 2 – PSHE – labelling body parts on males and</p>		<p>Year 5 – Science</p> <ul style="list-style-type: none"> Animals & humans: describe the changes as humans develop to old age

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			females and how they are different.		<ul style="list-style-type: none"> • <i>Living things & their habitats: Describe the life cycle of a mammal and process of reproduction in an animal</i>
Sexual Orientation	Whether a person’s sexual attraction is towards their own sex, the opposite sex or to both sexes.	<p>Difference and Diversity- All families are different. Linked to same sex marriages.</p> <p>Relationships- Explore different family members in a family.</p> <p>Use ‘Love makes a family’ book</p>	Books may be shared which demonstrate different family lives e.g ‘Tango Makes Three’.		RSE curriculum – class discussion

The protected characteristics

The education inspection framework (EIF) and the school inspection handbook explain that pupils’ understanding of the protected characteristics and how equality and diversity are promoted form part of the evidence that inspectors use to evaluate the school’s personal development of pupils.

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

The Equality Act 2010 aims to prevent discrimination. It is illegal to discriminate against people based on nine protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race: can refer to colour, nationality, ethnic or national origins

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- religion or belief: can refer to religious or philosophical beliefs, including a lack of belief
- sex: refers to a person's gender
- sexual orientation

At Deanery CE Primary Academy School we follow the PSHE Matters curriculum that enables us to plan and deliver age-appropriate knowledge and understanding to children during their time at the school. Respect and diversity runs throughout our school culture alongside the PSHE & RSE curriculum. Therefore, learning about the protected characteristics may take place through collective worship, RE, visitors to the school and children working within the community. No form of discrimination is tolerated at Deanery. It is important that children are taught about these protected characteristic groups, raising their awareness of the diverse wider world and the importance of showing respect to people within these groups.

Additional comments:

- Uniform policy allows for pupils to wear clothes that support their needs. Adaptations are made as required.
- Children are supported with their social and emotional needs through nurture groups, Jolly Jungle, Drawing & Talking and social stories.
- Books on diversity and from diverse authors are available in the school library and form part of the Reading Spine.
- Safer recruitment training is completed by SLT and safeguarding governor.
- Mental health & wellbeing leads in school are available to support staff on a 1:1 basis.
- Risk assessments and policies are available in school for pregnant members of staff.
- The PSHE and RSE curriculum is supported by the Church of England education office’s 2019 document ‘Valuing All God’s Children’ (Guidance for Church of England schools on challenging homophobic, biphobic and transphobic bullying).