



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.

‘So God created humanity in his own image, in the image of God he created them’ Genesis 1:27

The dignity of the human person is central to the life and teaching of the Catholic Church.
As a school St Wilfrid’s uses the Ten:Ten life to the full program to support in the delivery of RSE and SCARF to support the delivery of PSHE.

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:



Age
Disability
Gender reassignment
Race - including colour, nationality, ethnic or national origin
Religion or belief
Marriage or civil partnership
Sex
Sexual orientation
Pregnancy and maternity

No form of discrimination is tolerated at St Wilfrid’s Primary School 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 St Wilfrid’s School.

Protected characteristics	What this refers to	Links within our SCARF PSHE Scheme of Work	Links and coverage within Life to the Full	Further links across the 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-yearolds)	<p>N Me and my friends R/P1 Life stages - plant, animals, humans Y3/P4 Our friends and neighbours Y3/P4 Let's celebrate our differences Y4/P5 Together Y5/P6 Happy being me Y6/P7 We have more in common than not Y6/P7 Democracy in Britain 1 – Elections Y6/P7 Democracy in Britain 2 – How (most) laws are made Y6/P7 Don't force me Y6/P7 Think before you click! Y6/P7 To share or not to share?</p>	The subject of age, and the dignity of the person at all ages, is explored in the unit Life Cycles (All Key Stages, Module 1 Unit 4). Within these lessons, the programme teaches about the natural progress of life, and teaches that death is part of God's plan for us.	<p>All about me family Tree - EYFS Past and Present - EYFS Year 2 Science Year 3 Ancient Egypt Year 6 - Life to the Full -Changes in our body Year 6 Secondary transition Year 5 and 6 - Social media and body image</p>
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.	<p>Y3/P4 Let's celebrate our differences Y3/P4 Zeb Y3/P4 I am fantastic! Y6/P7 We have more in common than not Y6/P7 Media manipulation</p>	The subject is not currently explored in Life to the Full.	<p>People who help us - EYFS Year 2 Science Helen Keller Year 3 - King Tutankhamun being disabled. Year 5 /6 Wonder</p>
Gender reassignment	The process of transitioning from one gender to another	<p>Y3/P4 I am fantastic! Y6/P7 Media manipulation</p>	The subject is not currently explored in Life to the Full.	

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<p>Religion, belief or lack of religion/ belief</p>	<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>N Me and my friends N I'm special N People who are special to me R/P1 Same and different families R/P1 All about me Y1/P2 Who are our special people? Y2/P3 What makes us who we are? Y3/P4 Our friends and neighbours Y3/P4 Let's celebrate our differences Y4/P5 Together Y4/P5 The people we share our world with Y5/P6 The land of the red people Y5/P6 Happy being me Y6/P7 We have more in common than not Y6/P7 Don't force me Y6/P7 Is this normal? Y6/P7 Acting appropriately</p>	<p>The subject is not currently explored in Life to the Full.</p>	<p>RE Lessons Nativity Story Easter Chinese New Year Festival of Light Faith and respect week Visits to places of worship</p>
<p>Being married or in a civil partnership</p>	<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>R/P1 Life stages – human life stage – who will I be? Y4/P5 Together Y6/P7 Don't force me</p>	<p>The sessions "Who's Who?" (EYFS Module 2.2.1), "Special People" (KS1 Module 2.2.1) and "Family, Friends and Others" (LKS2 Module 2.2.1) explore different family structures. They provide opportunities for children to share news about their own family structure in a non-judgemental forum and also provide opportunity for discussion the different family structures given in the various stories and scenarios. The decision on if and when to include same-sex partnerships, single parent families or non-married parents within these discussions is left for the school to decide; however, the foundation has been laid for a healthy conversation on these matters in these sessions. In the Paradise Street dramas (UKS2 Module 1), various family structures are represented through the characters in the films and there is discussion about specific family structures, such as families with 'two mums and two dads' in "Gifts and Talents" KS2 Module 1.2.1</p>	<p>All about me—family tree. Wedding at Cana</p>

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Sex	A man or a woman.	<p>N Girls, boys and families R/P1 Me and my body – girls and boys Y2/P3 My body, your body Y3/P4 Let's celebrate our differences Y3/P4 Zeb Y3/P4 I am fantastic! Y4/P5 Together Y5/P6 Stop, start, stereotypes Y5/P6 Growing up and changing bodies Y5/P6 The land of the red people Y5/P6 Happy being me Y6/P7 We have more in common than not Y6/P7 Don't force me Y6/P7 Media manipulation Y6/P7 Making babies Y6/P7 Tolerance and respect for others Y6/P7 Is this normal? Y6/P7 Acting appropriately</p>	<p>Throughout the primary schools' programme, the teaching, stories, videos and image content establish an understanding of the equality of men and women, boys and girls. For example, in the unit "Me, My Body, My Health" (All Key Stages, Module 1, Unit 2) the discourse about the physical differences between boys and girls is matched by teaching about gender equality and dispelling gender stereotypes.</p>	<p>Life to the Full - Years 2 /4 /6 Year 2 - Skeletal system and muscles, men/woman Roman/Greeks—Discussing how in the past women had less rights than men.</p>
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	<p>N People who are special to me R/P1 Same and different families R/P1 Where do babies come from? Y3/P4 Our friends and neighbours Y3/P4 Zeb Y3/P4 Family and friends Y4/P5 Together Y5/P6 Is it true? Y5/P6 Stop, start, stereotypes Y6/P7 We have more in common than not Y6/P7 Don't force me Y6/P7 Media manipulation</p>	<p>Attraction to the opposite sex is touched upon in UKS2 Module 1 within the 'Paradise Street' series as part of a discussion around emotional changes. However, sexual attraction as a subject is not addressed as part of the Life to the Full programme.</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>R/P1 Life stages – human life stage – who will I be? R/P1 Where do babies come from? Y6/P7 Making babies</p>	<p>Although pregnancy is explored in age-appropriate ways throughout the primary schools' programme in the unit Life Cycles (All Key Stages, Module 1 Unit 4), the specific issue of maternity discrimination is not explored in primary schools.</p>	<p>Science - Life cycles Year 5/6 - The menstrual cycle Life to the Full - Year 2 / 4 / 6</p>

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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.	<p>N Marvellous Me N I'm special N People who are special to me Y2/P3 What makes us who we are? Y3/P4 Our friends and neighbours Y3/P4 Zeb Y5/P6 The land of the red people Y5/P6 Happy being me Y6/P7 We have more in common than not Y6/P7 Tolerance and respect for others</p>	<p>From the outset within the design of the programme, Ten Ten have been mindful of ensuring racial representation in our stories, dramas, appendices, scenarios and imagery. Building on a resource we created for our Collective Worship programme in response to Black Lives Matter, in March 2022 we plan to launch a new resource for all learning stages which specifically explores anti-racism. This new resource, which will be included as part of the Life to the Full lesson structure, will be released in time for 21 March, 'International Day for the Elimination of Racial Discrimination'.</p>	<p>Black History Month Rosa Parks Year 5/6 The boy at the back of the class.</p>