

How we teach about the protected characteristics at Thorplands:

We aim to:

- Demonstrate how discrimination of any form is not tolerated within the school
- Aim to enrich pupils with age-appropriate knowledge and understanding of protected characteristics.
- Teach about protected characteristics in an age-appropriate way, for example, having conversations about family diversity into lessons.

Curriculum:

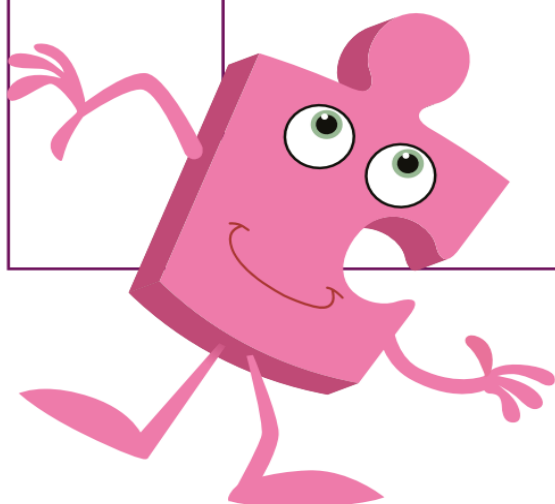
We achieve our aims through our curriculum in which we enrich pupils with age-appropriate knowledge and understanding of protected characteristics:

- We teach about world religions throughout the academic year (see the RE long term map);
- We expand learning beyond local and national boundaries e.g., teaching world history and geography (See geography & history long term maps).
- We embed a diverse range of literature and allow time to consider diversity within these (see English long-term maps).
- We promote equality and pupils' understanding of the protected characteristics through our PSHE curriculum. Here are some examples of how this is achieved during PSHE lessons:

Protected characteristics	What this refers to	Links 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.	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>	<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>
<p>Being pregnant or on maternity leave</p>	<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 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.</p>	<p>Celebrating Difference Ages 3-4/4-5 Piece 3: Families Ages 7-8 Piece 1: Families</p>
<p>Disability</p>	<p>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>	<p>Celebrating Difference Ages 10-11 Piece 5: Celebrating difference</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>Celebrating Difference Ages 9-10 Piece 2: Racism</p>

<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>Celebrating Difference Ages 9-10 Piece 1: Different Cultures</p>
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Celebrating protected characteristics

In everyday classroom discussions, teachers will foster a culture that empowers pupils to challenge their misconceptions and build their knowledge of others around them. As educators, we know that our pupils are naturally curious and many who have protected characteristics may feel anxious about sharing their experiences. At the heart of what we aim to achieve is the notion that teachers and pupils should be confident to be themselves. As we continue to embed an inclusive culture, we ensure that we celebrate others and promote understanding of others.

- Opening a dialogue with parents who don't speak English as their first language
- Allowing staff and pupils to have designated prayer facilities
- School displays that showcase diversity
- Introducing current affairs into form-time to encourage discussion

Training and CPD

We will use staff surveys to gauge staff understanding of the protected characteristics. Dialogue about protected characteristics is constantly evolving and teachers need to be up to date with how to sensitively approach certain topics to make them positive learning experiences.

See the NPAT Equality & Diversity Duty 2021.

[Thorplands Primary School - School Policies](#)