

## Embedding Protected Characteristics



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. This is because 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:

1. Age
2. Disability
3. Gender reassignment
4. Race
5. Religion or belief
6. Marriage or civil partnership
7. Sex
8. Sexual orientation
9. Pregnancy and maternity

## The 9 Protected Characteristics are actively promoted at Elmsleigh through:

- Our school vision and ethos statements
- Our school core values
- Our school behaviour policy
- Conscious role modelling by all adults in the school community
- Active engagement and communication with parents and carer
- Assemblies
- The promotion of British Values in school life
- Developing a love of reading through a range of authors and genres
- Discussion within curriculum subjects, taking a cross-curricular approach  
Promoting articulation by building appropriate language and a coherent vocabulary
- Religious Education (RE) lessons - *During their time at Elmsleigh, children cover three major world religions. These are taught with the understanding that we celebrate and respect all religions and their principles:*  
*EYFS - Different world religions through stories and discussion*  
*Year 1 - Christianity and Judaism*  
*Year 2 - Christianity and Islam*
- Sporting competitions
- Art projects and visits
- School Council/Kindness Captains/Playground Leaders

- Educational experiences and visits
- Real-life learning outside the classroom
- Visitors from the local community
- Developing links with the local community
- Extra-curricular activities, after-school clubs, charity work and work within the local community
- Safer recruitment, retention and staff development

**Our Elmsleigh values, specifically the values of Respect and Community promote our diversity and the appreciation and celebration of our differences and similarities.**

## **Embedding Protected Characteristics into the Whole Ethos of Elmsleigh**

- Self-esteem, self-knowledge and self-confidence

Jigsaw PSHE curriculum in KS1/PSED in Reception

Zones of Regulation across all year groups

Pastoral Care - Hannah's Hideout - DSL Tina Arkless

- Understanding that everyone is wonderful and everyone has wonderful talents and attributes

Celebration assemblies

Golden Ticket system

Elmsleigh's Got Talent

Kindness Captain rewards

- Respect for democracy and support for participation in the democratic process

National Democracy Day - introduction to British Value

Whole School Vote for Kindness Captain Caps

Vote for Kindness Captains and School council representatives

Kindness Captain interviews

- Acceptance of responsibility for their own behaviour and teaching children to make good choices

School values embedded each week

Elmsleigh Value Tree in each classroom

Clear expectations for behaviour in school - class rules, school rules

Kindness Captains

Playground Leaders

Cultivating character in children through the development of role models e.g

Playground Leaders, Kindness Captains

Themed days and weeks like Anti-Bullying Week (Wall of Kindness), World Mental Health Day (Friendship Jars) etc

- Respect for their own and other cultures

Whole school RE coverage using Discovery RE as well as themes of respect through themed weeks and days where different cultures are being celebrated e.g Diwali Day, Christmas, Easter, respecting and learning from EAL children

- Every member of the community knowing that whatever they report, it will be dealt with appropriately and followed up

Modelling from adults in school that concerns will always be dealt with

Staff training on My Concerns

Clear Safeguarding procedures for all staff

- Understanding of how they can contribute positively to school and home life and to the lives of those living and working in the locality and further afield

School values embedded each week/Golden ticket system rewarding positive contributions to school life

Support for the local food bank through our Harvest Festival

- An understanding of Equality, Human Rights and Protected Characteristics

See overview of where protected characteristics are interwoven through our curriculum

Whole school assemblies, themed days and weeks e.g Anti-Bullying Week, communication around British Values

- An appreciation that living under the rule of law protects individual citizens and is essential for their wellbeing and safety

Understanding of democracy taught through British Values assemblies

Visits from local Police Officers

- An understanding that the freedom to choose and hold other faiths and beliefs is protected in law

Faiths taught through RE, and constant reminders during lessons that everyone's religion is to be respected and appreciated. Yr 2 children visit the Multi faith Centre

- An acceptance that other people having different faiths or beliefs to oneself (or having none) should be accepted and tolerated, and should not be the cause of prejudicial or discriminatory behaviour

Modelled and taught within RE lessons

Any prejudiced incident that takes place at Elmsleigh is seen as an opportunity to reflect, learn and make better choices next time

- An understanding of the importance of identifying and combating discrimination

Black History Month - whole school assemblies

Anti-bullying week

Anti-bullying Motto to T.A.L.K

- Parents taking an active part in identifying barriers and informing school leaders of actions that can be taken to eradicate these

Many opportunities for parent communication, through parent surveys and questionnaires, open door communication, welcoming school office and end of day discussions.

Books that encourage positive and guided discussion of the protected characteristics:

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.