

# What are the 'Protected Characteristics'?



# Equality and Diversity in the UK



The Equality Act 2010 is a law.  
There are 9 protected characteristics  
making sure you are protected from  
discrimination.

## The Equality Act 2010



- ▶ Age
- ▶ Disability
- ▶ Gender re-assignment
- ▶ Race
- ▶ Religion or belief
- ▶ Marriage or civil partnership
- ▶ Sex – male/female
- ▶ Sexual orientation
- ▶ Pregnancy and maternity

In our school  
we are diverse  
and equal.



Equality of

- ▶ Opportunity
- ▶ Access
  
- ▶ Respect for all
- ▶ No discrimination
  
- ▶ Diversity is a positive characteristic of our school

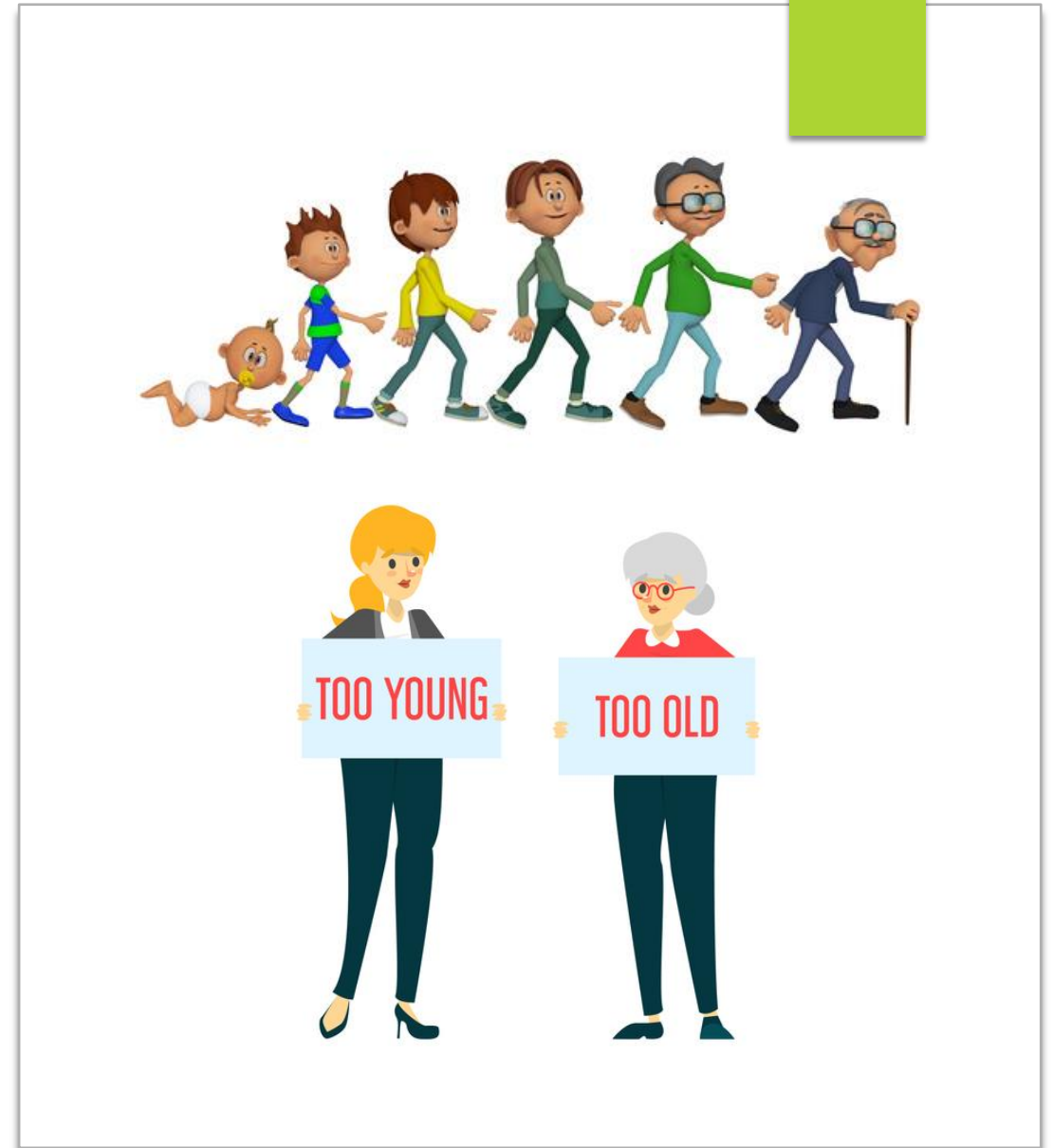




# Age

The law protects people of any age. Everyone is treated equally.

- ▶ Age discrimination is where you're treated unfairly because of your age or because you are part of a particular age group.
- ▶ U.K. population is aging
- ▶ Media represent elderly in a certain way
- ▶ Some exemptions to the act for younger people
  - ▶ e.g. age restricted products such as alcohol
  - ▶ School /college progression
  - ▶ Minimum wage for different age groups



# Disability

The law protects people of any ability.  
Everyone is treated equally.

- ▶ May or may not be visible
- ▶ Learning / mental health / physical difficulties
- ▶ No discrimination in work, schools.
- ▶ Access – e.g. wheelchair ramps / lifts
- ▶ No assumptions about ability



# Gender re-assignment

The law protects people of any gender. Everyone is treated equally.

- ▶ Clothing stores -cannot refuse / alter service on this basis
- ▶ Toilets – many now unisex
- ▶ Transgender people do not have to disclose this to prospective employer
- ▶ Called by chosen name



# Race

The law protects people of any race.  
Everyone is treated equally.

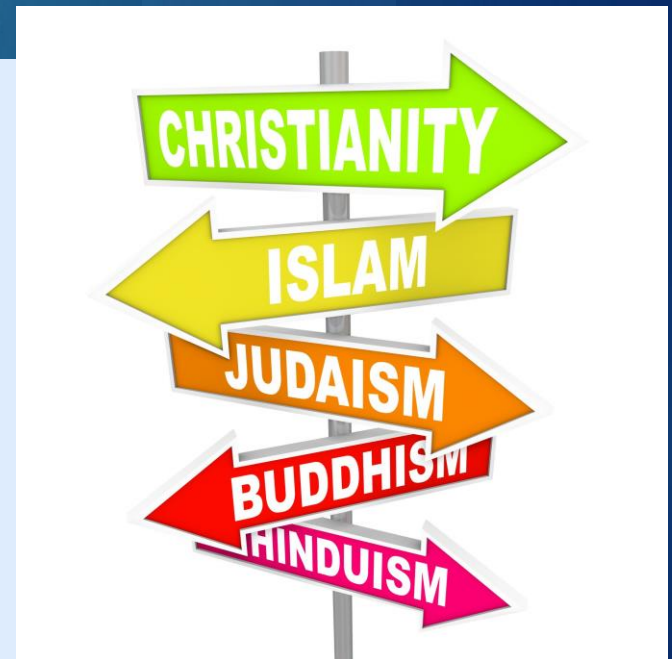
- ▶ UK is a multicultural society
- ▶ Race includes colour, national origins, ethnicity
- ▶ Law and crime - no discrimination
- ▶ Work / education - no discrimination



# Religion or belief

The law protects people of any religion or belief. Everyone is treated equally.

- ▶ Many faiths in the UK
- ▶ Traditionally a Christian country – but this is changing
- ▶ Royal 'defender of the faith' to become 'defender for faiths'
- ▶ Right to practice and belief
- ▶ Discrimination not allowed
- ▶ Wearing of specific clothing /symbols
- ▶ Diet - fasting – halal /kosher foods permitted





# Marriage or civil partnership

The law protects people in any relationship. Everyone is treated equally.

- Cannot discriminate against someone due to their marital status
- Cannot advertise for a married person – or specify single
- Civil partnership legally equal to marriage



# Sex/Gender

The law protects people who are male or female. Everyone is treated equally.

- ▶ Gender pay gap - women still paid less than men on average
- ▶ Women under represented in top jobs
- ▶ Education – many girls do better at secondary school level
- ▶ Some school subjects seen as traditionally male or female



# Sexual Orientation

The law protects people of any sexual orientation. Everyone is treated equally.

- ▶ Discrimination does happen
- ▶ Marriage now legal for same-sex-couples



# Pregnancy and maternity

The law protects people if they are pregnant or have a child. Everyone is treated equally.

- ▶ Maternity leave
- ▶ Breast feeding facilities





In school we are diverse and equal.

Equality of

- ▶ Opportunity
- ▶ Access
- ▶ Respect for all
- ▶ No discrimination
- ▶ Diversity is a positive characteristic of our school



# School Council

Democratic elections for all students. Everyone is treated equally.

At North Walkden  
Primary School ...

- ▶ We encourage healthy and respectful peer-to-peer communication and behaviour between boys and girls
- ▶ We provide an environment which allows free and frank discussion
- ▶ We discuss the pastoral and behaviour policies of our school
- ▶ We help to decide which charity our non-uniform money helps

# At North Walkden Primary School...

The 9 Protected Characteristics are actively promoted in school through:

Our school vision and Values

Our Positive Behaviour Policy

Conscious role-modelling by all adults in the school community

Active engagement and communication with parents and carers

Assemblies

British Values themes, focuses and books

Discussion within curriculum subjects

Promoting articulation by building appropriate language and a coherent vocabulary

PSHE lessons

RE lessons

Sporting, Art and Cultural Events

Pupil Voice

Educational visits

Real-life learning outside the classroom

Visitors to school-Anne Frank Trust workshops- Gender Equality, Respect Programme

Developing links with local, national and international communities

Extra-curricular activities, after-school clubs, charity work and work within the local community.

# North Walkden Primary School

Embedding Protected Characteristics promotes:

Self-esteem, self-knowledge and self-confidence

Respect for democracy and support for participation in the democratic process

Acceptance of responsibility for their own behaviour

Respect for their own and other cultures

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

An understanding of equality, human rights and Protected Characteristics

An understanding of how citizens can influence decision-making through the democratic process

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

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

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

An understanding of the importance of identifying and combating discrimination.



# North Walkden Primary School

Everyone is equal and included.  
Equality for everyone.

