



PSHEE, The Equality Act 2010 and Protected Characteristics



The Equality Act came into force from October 2010 providing a modern, single legal framework with clear, streamlined law to more effectively tackle disadvantage and discrimination. It stated that it is against the law (UK) to discriminate against anyone because of:

- Age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

PSHEE at WWJS raises awareness and promotes these characteristics in an age-appropriate, child-centred way.

Our unit 'Celebrating Difference' focuses on:

- similarities and differences and teaches about diversity, such as disability, racism, power, friendships, and conflict (including violence)
- children learn to accept everyone's right to 'difference', and all year groups explore the concept of 'normal'
- bullying - what it is and what it isn't, including cyber and homophobic bullying

Our Relationships unit also has a wide focus, looking at diverse topics such as:

- families, friendships, pets and animals, and love and loss
- safeguarding and keeping children safe; this links to cyber safety and social networking, as well as attraction and assertiveness
- children learn how to deal with conflict (including violence), their own strengths and self-esteem
- roles and responsibilities in families, and stereotypes

Protected Characteristic	Description	Links to PSHEE
Age		<u>Celebrating Difference</u> Ages 10-11 Lesson 3: Power struggles
Gender Reassignment	The process of transitioning from one gender to another.	<u>Celebrating Difference</u> Ages 7-8 Lesson 5: Gender diversity



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		<p>Ages 8-9 Lesson 1: Judging by appearances</p> <p>Ages 10-11 Lesson 2: Understanding difference</p> <p><u>No Outsiders</u></p> <p><u>We are all born free</u></p>
Being married or in a civil partnership	<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.</p> <p>Same-sex couples can also have their relationships legally recognised as 'civil partnerships'.</p> <p>Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).</p>	<p><u>Celebrating Difference</u> Ages 7-8 Lesson 1: Families</p> <p><u>No Outsiders</u></p> <p><u>Expect Respect</u></p> <p><u>We are all born free</u></p>
Being pregnant or on maternity leave	<p>Pregnancy is the condition of being pregnant or expecting a baby.</p> <p>Maternity refers to the period after the birth, and is linked to maternity leave in the employment context.</p> <p>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><u>Celebrating Difference</u> Ages 7-8 Lesson 1: Families</p>



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<p>Disability</p>	<p>A person has a disability if she or he has a physical or mental impairment which has a substantial and longterm adverse effect on that person's ability to carry out normal day-to-day activities.</p>	<p><u>Celebrating Difference</u> Ages 10-11 Lesson 5: Celebrating Difference <u>No Outsiders</u> <u>We are all born free</u></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><u>Celebrating Difference</u> Ages 9-10 Lesson 2: Racism <u>No Outsiders</u> <u>We are all born free</u></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><u>Celebrating Difference</u> Ages 9-10 Lesson 1: Different Cultures <u>No Outsiders</u> <u>We are all born free</u></p>
<p>Sexual Orientation</p>	<p>Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.</p>	<p><u>Changing Me</u> Ages 10-11 Lesson 4: Boyfriends and Girlfriends <u>No Outsiders</u> <u>We are all born free</u></p>