

Promoting the 9 Protected Characteristics at Wardley CE Primary School

EQUALITY STATEMENT

As a school we welcome our duties under the Equality Act 2010. The general duties are to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

We review all policies and procedures that we operate to ensure there are no negative equality impacts based on the following protected characteristics as outlined in the Equality Act 2010:

- age
- disability
- ethnicity & race
- gender (sex)
- gender identity & reassignment
- pregnancy & maternity
- sexual orientation
- religion & belief and non-belief
- Marriage and civil partnership

Under the Equality Act 2010, everyone is protected from discrimination

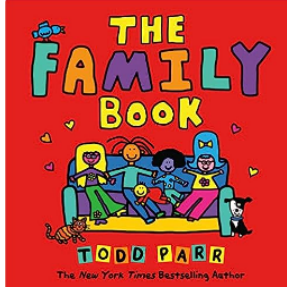
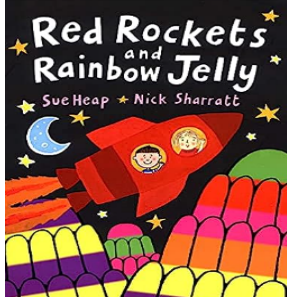
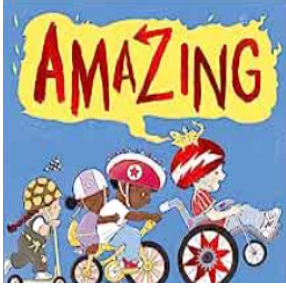
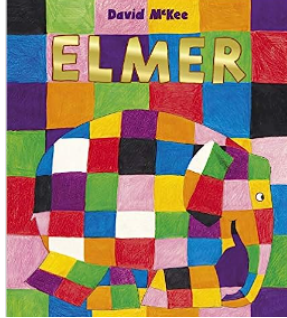
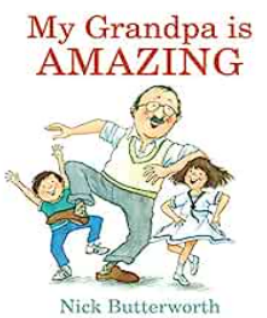
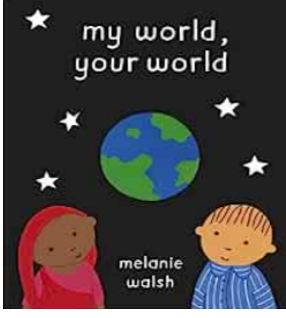
- When you are in the workplace
- When you use public services such as hospitals and education settings
- When you use businesses and other organisations that provide a service such as shops, restaurants and cinemas
- When you use transport
- When you join a club or association

- When you have contact with public bodies such as your local government or council

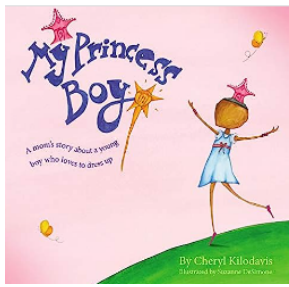
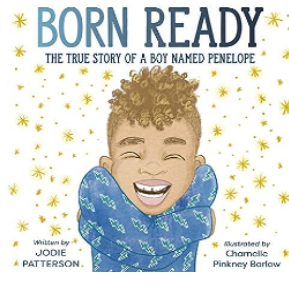

At Wardley CE Primary School we promote all of these in our curriculum and work hard to embed them into our school's ethos, The Wardley Way.

Characteristic	Taught discreetly within
Age	Changing me (Y1) (Y2) (Y4) (Y6)
Disability	Being Me in My World(EYFS) (Y3) (Y6) Celebrating Differences (Y6)
Ethnicity & race	Being Me in My World (EYFS) Relationships (Y1)
Gender	Celebrating Differences (EYFS) (Y2) Changing me (Y1) (Y2) (Y3) (Y4) (Y5) (Y6) Relationships (Y3)
Gender identity & reassignment	Celebrating Differences (Y6)
Pregnancy & maternity	Changing Me (EYFS) (Y2) (Y3) (Y4) (Y5) (Y6)
Sexual orientation	Changing Me (Y2) (Y4) (Y6) Celebrating Differences (Y1) (Y3) Relationships (Y1) (Y2)
Religion & beliefs	Relationships (Y1) (Y2) Celebrating Differences (Y4) (Y5) Dreams & Goals (Y5)
Marriage & Civil partnerships	Celebrating Differences (Y6) Relationships (EYFS) (Y1) (Y2) (Y3) (Y4) (Y5) (Y6)

These books are read as class texts within PSHE lessons over the course of the year. Their purpose is to encourage positive and guided discussions about the protected characteristics. At Wardley CE Primary School, we strive to create an environment where our pupils can share their opinions and ask questions in a safe and supportive environment.

EYFS			
	To understand that all families are different	To understand that it is ok to like different things	To understand that having a disability does not define you
Year 1			
	To encourage children to love themselves as they are	To recognise that people are different ages	To understand that we share the world with lots of different people

<p>Year 2</p>			
	<p>To understand what diversity is</p>	<p>To understand that all families do not look the same</p>	<p>To understand where babies grow and the changes in mummies when they are pregnant</p>
<p>Year 3</p>			
	<p>To understand that there are same-sex marriages</p>	<p>To understand what discrimination means</p>	<p>To be welcoming to everyone</p>
<p>Year 4</p>			
	<p>To consider how my life may change as I grow up</p>	<p>To understand that we all age</p>	<p>To understand diversity and develop an acceptance for</p>

			everyone
Year 5			
	To accept people who are different from me	To understand gender and gender reassignment	To stand up to discrimination
Year 6			
	To promote diversity	To understand gender reassignment	To challenge causes of racism