

Protected Characteristics and Equality Act (2010) at Langrish Primary School

What is the Equality Act?

- The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.
- It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.

Types of discrimination ('protected characteristics')

It is against the law to discriminate against anyone because of:

- age
- gender reassignment
- being married or in a civil partnership
- [being pregnant](#) or on maternity leave
- [disability](#)
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

So, why teach about it?

- Part of Fundamental British Values (FBV). These underpin what it is to be a citizen in a modern and diverse Great Britain, valuing our community and celebrating diversity of the UK. These values are Democracy, Rule of Law, Respect and Tolerance, Individual Liberty.
- Schools must show a clear strategy for embedding these.
- Share understanding that the freedom to hold other faiths and beliefs is protected in law
- Share acceptance that 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

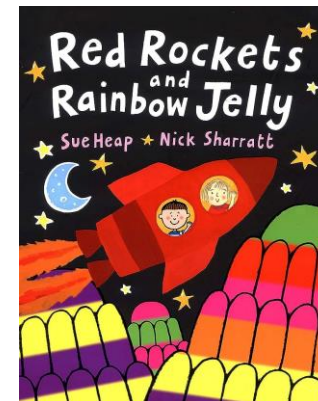
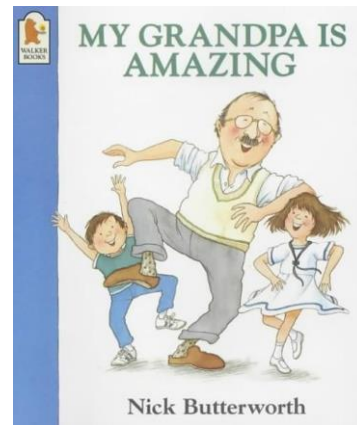
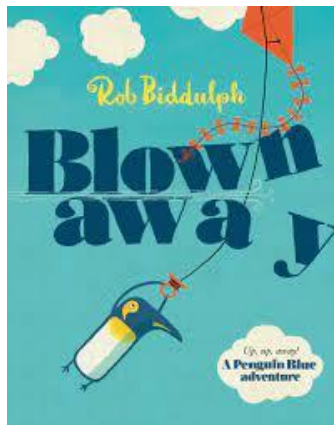
So, why teach about it?

- By the time they reach secondary school, the DfE make it clear that pupils should be familiar with the protected characteristics.
- “All primary and secondary schools, whether state-funded or independent, should be able to demonstrate that no form of discrimination is tolerated and that pupils show respect for those who share the protected characteristics.” – OFSTED

What will we cover:

In Key Stage 1, there will be no direct teaching regarding the law, or the protected characteristics individually. Children will have half-termly stories, read as a whole class, that discuss diversity and difference.

These will be accompanied by discussions of the similarities and differences between us, as well as how we can adjust our behaviour or actions to be more inclusive of others and work well as a team.



What will we cover:

In Key Stage 2, we will take a similar approach, however the stories do become more challenging and complex.

In Year 3 and Year 4, we will read stories that include situations where a character is an outsider. Some characters exhibit unusual behaviour (wearing a different jumper, or desire for an atypical activity), some stories may include more specific references to disability (including hidden disability) or discrimination based on sex.



What will we cover:

In Year 5 and Year 6, the stories will again mark a step up to compliment children's knowledge.

Year 5 will share stories that show different family structures (...And Tango Makes Three, Prince and Knight), which will be discussed after the Y5 block of statutory RSE, as well as some stories which are metaphors for racial discrimination, complimenting their units on migration.

Year 6 will share stories that mention a number of complex issues, usually with a more mature level of content, in addition to books that discuss the concept of equality itself and how we can relate it to the legislation.

