

Protected Characteristics



Promoting the nine 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:



The 9 Protected Characteristics are actively promoted in school through:

- Our school ethos statements, SDP, and SEF
- Our school core values
- Our school behaviour policy
- Our mental Health and Wellbeing policy
- Our Kindness Policy (anti bullying)
- An inclusive welcoming school community, accepting and celebrating our differences.
- Active engagement and communication with parents and carers
- Assemblies
- British Values themes for a day, week and term
- Discussion within curriculum subjects, taking a cross-curricular approach
- Personal, Social, Health and Economic education (PSHE) sessions
- Religious Education (RE) lessons, RSE lessons, LGBT discussions and Protected Characteristic talks
- Sporting, Art and Cultural Events
- Pupil Voice and school council / wellbeing council

- Educational visits
- Real-life learning outside the classroom
- Guest speakers
- Extra-curricular activities, charity work and work within the local community
- A strong anti-bullying culture is embedded in the school and any form of unkindness is challenged and addressed.
- Stereotypes are challenged.

Embedding Protected Characteristics into the whole ethos of Woodlands Academy, pupils will have opportunities to:

- Develop Self-esteem, self-knowledge and self-confidence
- Develop a respect and understanding for democracy and support for participation in democratic processes.
- Develop an acceptance of responsibility for their own behaviour, through reflective and repair practices.
- To explore and develop a respect for their own and other cultures
- Understand how they can contribute positively to school and home life and to become a valued member of society.
- Develop an understanding of Equality, Human Rights and Protected Characteristics
- Develop an understanding of how citizens can influence decision-making through the democratic process (links to school council)
- Develop an appreciation that laws are there to protect them and are essential for their wellbeing and safety.
- Develop an acceptance that other people may have different faiths or beliefs. This should be accepted and tolerated, and should not be the cause of prejudicial or discriminatory behaviour
- Develop an understanding of the importance of identifying and combating discrimination
- Develop an acceptance of different types of relationships.
- Develop an acceptance of individuality and personal choice.

British Values / SMSC / PSHE Special Days Calendar covers theme days/weeks such as:

- International day of democracy.
- Jeans for Genes day
- Harvest Festival
- Culture Week
- Show racism the red card.
- Anti bullying week
- Chinese new year
- Mental Health Weeks
- World day for cultural diversity

The Curriculum at Woodlands Academy

The PSHE spiral curriculum is taught across the year focussing on three themes:

- Health and Wellbeing
- Relationships
- Living in the wider world

Pupils will have the opportunity to explore key concepts through these themes

Health and Wellbeing:

- Recognising what makes them unique, individuality and differences.
- How rules and age restrictions keep us safe.

Relationships:

- Families are all different.
- How behaviour can affect others
- Recognising things in common and differences and respecting these.
- Recognising hurtful behaviour
- Recognising respectful behaviour and curtesy.
- Responding respectfully to a wide range of people recognising prejudice and discrimination.
- Expressing opinions and respecting others point of view. Discussing topical issues.
- Different relationships.

Living in the wider world

- Belonging to a group. Being the same and different.
- Compassion towards others
- Valuing diversity, challenging discrimination and stereotypes.

- Links to British Values and SMSC.