9 Protective Characteristics at Manorside Academy

The Equality Act became law in 2010. It covers everyone in Britain and protects people from discrimination, harassment and victimisation.

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:

1. Age
2. Disability
3. Gender reassignment
4. Race - including colour, nationality, ethnic or national origin
5. Religion or belief
6. Marriage or civil partnership
7. Sex
8. Sexual orientation
9. Pregnancy and maternity

No form of discrimination is tolerated at Manorside Academy and our pupils show respect for those who share the protected characteristics.

We teach about the protected characteristics in every year group. The curriculum is planned and delivered so that our pupils develop age appropriate knowledge and understanding during their time at Manorside Academy.

We are also a Lyfta school, which is an online tool used to provide an insight for children into the wider world and stories from the people in it. These stories will also explore stories the 9 Protective Characteristics. Please look at the Lyfta Medium Term Plans to see a full breakdown of topics covered.

Below, is a table showing how and where the protected characteristics are covered across the school in PSHE and RSE lessons.

Protected Characteristics	EY Links	PSHCE/RSE Curriculum Links – KS1 and KS2
Age A person belonging to a particular age or range of ages.	Characteristics about themselves and others Learning about birthdays and ages	**Year 1** Citizenship – The needs of others Families and relationships- stereotyping Online safety **Year 2** Families and relationships- learning that families are composed of different people Citizenship- exploring roles people have in the community Economic wellbeing – Jobs in school. Jobs out of school Friendships Online safety **Year 3**

		Family and relationships – Stereotyping Age Family and relationships- bullying Health and well-being- exploring identify through groups we belong to Citizenship- learning about rights Online safety- cyberbullying **Year 4** Families and relationships- learning that families are varied and differences must be respected Families and relationships- exploring Human Rights Citizenship – Diverse Communities Economic wellbeing – How can workplace stereotypes be challenged in the workplace? Online safety **Year 5** Families and relationships- develop an understanding of families Families and relationships- exploring the impact of bullying and appreciating positive attributes Citizenship- learning about the justice system and rights and responsibilities Economic wellbeing-Why challenge workplace stereotypes? Online safety **Year 6** Family and relationships- learning about resolving conflict and respect Citizenship – Prejudice and discrimination. Valuing diversity. Health and well being- Looking after ourselves, growing up; becoming independent; taking responsibility. Online safety
Gender reassignment The process of transitioning from one sex to another.	Different types of families	**Year 1** Families and relationships- exploring how families can be different Health and wellbeing- exploring personal qualities **Year 2** Families and relationships – learning how other people share their feelings and how to respond to them Families and relationships- learning that families are composed of different people who care for each other and show support **Year 3** Friendships making positive relationships, managing loneliness and dealing with arguments. Citizenships- learning about children's rights Living in the wider world belonging to groups, similarities and difference: respect for others **Year 4** Families and relationships- learning that families are varied and differences must be expected, exploring the roles of a bully Safety and the changing world- exploring physical and emotional changes in puberty Citizenship- learning about Human Rights Citizenship-appreciating community diversity

		Economic wellbeing- stereotypes in the workplace **Year 5** Health and wellbeing/RSE: Identity; personal attributes and qualities; similarities and differences; individuality; stereotypes Economic wellbeing- stereotypes in the workplace **Year 6** Family and relationships – stereotypes, attitudes. Challenging stereotypes. Safety and the changing body – physical and emotional changes during puberty Identity – what is identity? Identity and body image.
Being married or in a civil partnership Marriage is a union between a man and a woman or between a same-sex couple. Same sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).	Different types of families Weddings and different partnerships	**Year 1** Family and relationship – what is family? Caring for others Growing and changing **Year 2** Family and relationship – families are all different **Year 3** Family and relationship -Healthy families Health and well being- exploring identity by groups we belong to **Year 4** Family and relationship – learning that families are varied and differences must be respected Citizenship- appreciating community diversity **Year 5** Family and relationship – developing an understanding of families including marriage Citizenship- learning about rights and responsibilities **Year 6** Family and relationship – learn that everyone should be respected Safety and the changing body- the changes during puberty Citizenship- recognising discrimination and valuing diversity
Being pregnant or on maternity leave Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work	Different families and stages to life	**Year 5** Talking about the reproductive system and the differences with ale and female puberty **Year 6** Safety and the changing body – physical and emotional changes to the body Safety and the changing body – conception Safety and the changing body – pregnancy and birth

context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.		
Disability A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.	It's good to be me Celebrating differences	**Year 1** Health and wellbeing- exploring personal qualities Economic wellbeing – jobs in school, jobs out of school, inclusive environments **Year 2** Economic wellbeing – my skills and talent, inclusive environments **Year 3** Family and relationships – respecting differences in others Citizenship- children's rights **Year 4** Family and relationships -difference must be respected Economic wellbeing – when can workplace stereotypes be challenged Citizenship – appreciating community diversity **Year 5** Citizenship-learning about rights and responsibilities Economic wellbeing – workplace stereotypes **Year 6** Family and relationships – learning that everyone deserves to be respected Citizenship- prejudice and discrimination, valuing diversity
Race including colour, nationality, ethnic or national origin 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.	Looking at themselves and their families, their heritage.	**Year 1** Families and relationships – exploring how families can be different Families and relationships- stereotyping is unfair Citizenship- exploring similarities and differences **Year 2** Citizenship – exploring the roles that people have in the local community Economic well-being - my skills and talent, inclusive environments **Year 3** Families and relationships -looking at the impact of bullying and what action can be taken Families and relationships- stereotyping can exist Safety and the changing body- cyberbullying and how to be a good citizen

		Citizenship- rules in the local community **Year 4** Families and relationships- differences must be respected Families and relationships- the roles of a bully Citizenship – Human Rights Citizenship- appreciating community diversity Economic wellbeing – why make a career change. How can workplace stereotypes be challenged? **Year 5** Families and relationships – what influences a bully's behaviour Families and relationships- appreciate our individual positive attributes Citizenship- learning about rights and responsibilities Economic wellbeing- challenging workplace stereotypes **Year 6** Families and relationships – understanding that everyone deserves to be respected Citizenship- human rights, recognising discrimination and valuing diversity
Religion, belief or lack of religion/ belief 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.	Looking at themselves, their heritage and families. Celebrations of different religions and why they are important	**Year 1** Families and relationships- stereotyping is unfair Citizenship- exploring similarities and differences **Year 2** Citizenship – exploring the roles that people have in the local community Economic well-being - my skills and talent, inclusive environments **Year 3** Families and relationships -looking at the impact of bullying and what action can be taken Families and relationships- stereotyping can exist Safety and the changing body- cyberbullying and how to be a good citizen Citizenship- rules in the local community **Year 4** Families and relationships- differences must be respected Families and relationships- the roles of a bully Citizenship – Human Rights Citizenship- appreciating community diversity **Year 5** Families and relationships – what influences a bully's behaviour Families and relationships- appreciate our individual positive attributes Citizenship- learning about rights and responsibilities Economic wellbeing- challenging workplace stereotypes

		Year 6 Families and relationships – understanding that everyone deserves to be respected Citizenship- human rights, recognising discrimination and valuing diversity
Sex A man or a woman	Characteristics about themselves and others	**Year 1** Family and relationships – gender stereotypes Economic wellbeing - jobs in school. Jobs out of school **Year 2** Economic wellbeing – my skills, everyone is welcome Family and relationships – gender stereotypes Safety and the changing body - appropriate contact, my private parts are private **Year 3** Family and relationships – stereotyping: gender Economic wellbeing -can anyone be anything? **Year 4** Economic wellbeing – how can workplace stereotypes be challenged? Family and relationships – families in the wider world Citizenship – diverse communities **Year 5** Economic wellbeing – why challenge workplace stereotypes? Family and relationships – stereotyping – gender **Year 6** Safety and the changing body physical and emotional changes to the body Family and relationships – challenging stereotypes, attitudes Citizenship -prejudice, discrimination, human rights, diversity Identity- what is identity? Identity and body image
Sexual orientation Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	Making friends, playing with others	**Year 3** Children are taught to respect each other, no matter what their similarities or differences are. **Year 4** This builds upon 'respect' learnt in Year 3. Children are also taught to have a positive self-image, irrelevant of the similarities /differences to their peers **Year 5** Pupils look at different types of marriage ceremonies and discuss the commitment made that is intended to be life-long.

		Year 6 Classes discuss how we change as we grow up and how our views/feelings may also change. The word 'homophobia' is also introduced and classes discuss this.