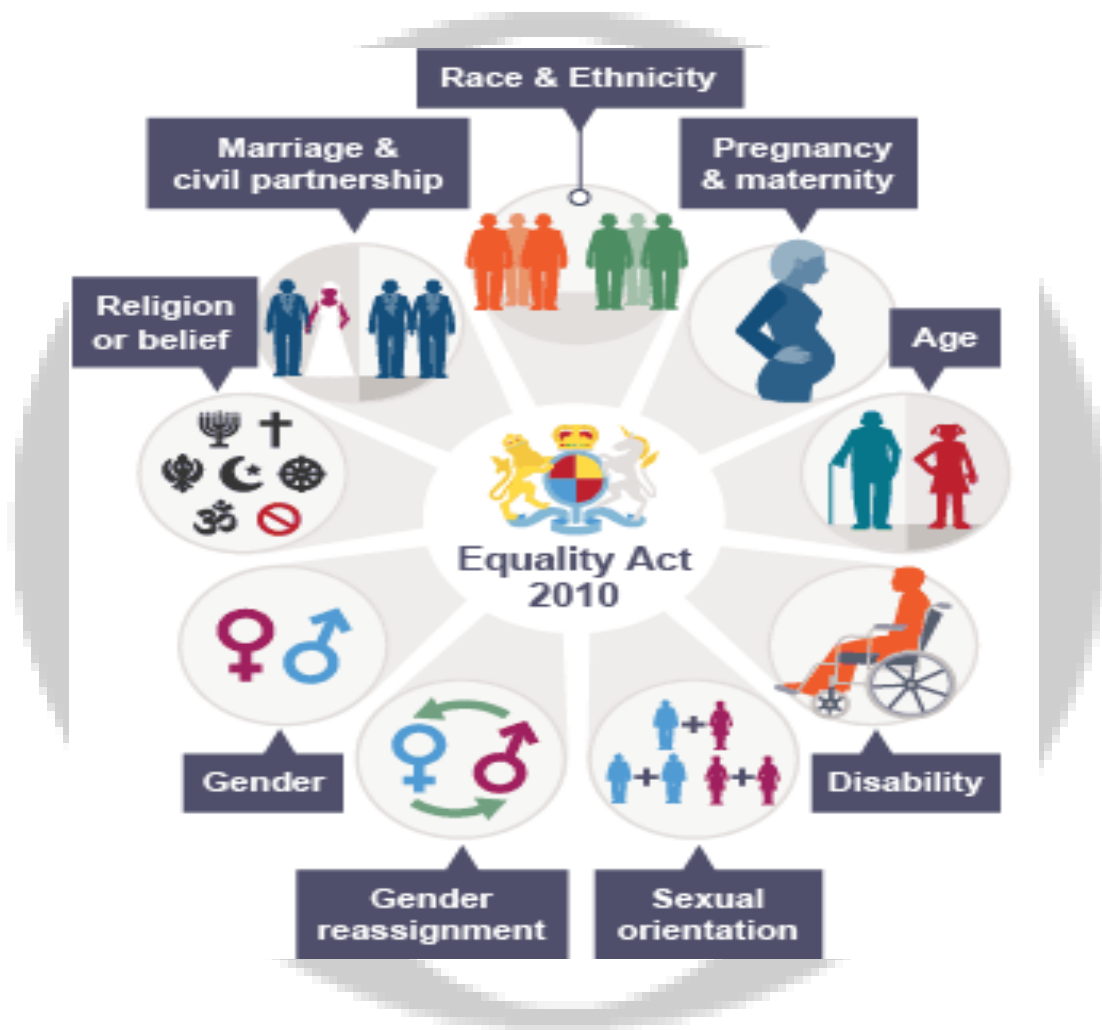


# Beech Lodge

## 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:

1. Disability
2. Race
3. Religion or belief
4. Age
5. Sex
6. Gender reassignment
7. Sexual orientation
8. Pregnancy and maternity
9. Marriage or civil partnership

Whilst having experiences of being in the Care System is not a protected characteristic, we are very aware that pupils who have experienced these early life experiences can also experience discrimination and we educate to protect against this.

Under the Equality Act you are protected from discrimination:

- When you use public services like healthcare (for example, visiting your doctor or local hospital) or education (for example, at your school or college)
- When you are in the workplace
- When you use businesses and other organisations that provide services and goods (like shops, restaurants, and cinemas)
- When you use transport
- When you join a club or association (for example, your local sports club)
- When you have contact with public bodies like your local council or government departments

**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
- Conscious role modelling by all adults in the school community
- Engagement and communication with parents and carers
- Gatherings
- British Values themes
- Role Models for our House names and form names
- Discussion within curriculum subjects, taking a cross-curricular approach
- Promoting the language of equality and developing appropriate vocabulary
- Personal, Social, Health and Economic education (PSHEE) sessions
- Careers Lessons
- Beech Lodge Apprenticeshop
- RSE lessons and Protected Characteristic talks
- Sporting, Art and Cultural Events
- Pupil Voice
- Educational visits
- Real-life learning outside the classroom
- Guest speakers
- Developing links with local, national and international communities
- Extra-curricular activities, after-school clubs, charity work and work within the local community
- Self-esteem, self-knowledge and self-confidence
- Respect for democracy and support for participation in the democratic process
- Acceptance of responsibility for their own behaviour
- Respect for their own and other cultures
- Understanding of how they can contribute positively to school and home life and to the lives of those living and working in the locality and further afield
- An understanding of Equality, Human Rights and Protected Characteristics
- An understanding of how citizens can influence decision-making through the democratic process
- An appreciation that living under the rule of law protects individual citizens and is essential for their wellbeing and safety
- An understanding that the freedom to choose and hold other faiths and beliefs is protected in law

- An understanding of the importance of identifying and combating discrimination
- An acceptance that other 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

