

## Where do we teach the Protected Characteristics at Highfield?

Protected Characteristics	What this refers to	Links to the curriculum
<b>Age</b>	Where this is referred to, it refers to a person belonging to a particular age (for example, 32-year-olds) or range of ages (for example, 18- to 30-year-olds).	Year 3 – stereotyping age (PSHE) Year 5 – Lifecycle of humans Year 6 – transition to High school
<b>Disability</b>	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.	Year 4 – stereotypes and disability (PSHE) We are all Equal (whole school) Anti-Bullying (whole school)
<b>Gender reassignment</b>	The process of transitioning from one gender to another.	Gender reassignment is briefly covered within the PSHE unit ‘How are babies made?’. Parents can withdraw their child from these specific lessons.
<b>Race</b>	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.	Year 4 – Diverse communities Year 5 – stereotyping (religion and race) Covered in RE across all year groups Year 5 and 6 – Windrush Anti-Bullying (whole school) Black History Month (whole school)
<b>Religion or belief</b>	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	Year 4 – diverse communities (PSHE) Year 5 – stereotyping religion and race (PSHE) Anti-Bullying (PSHE) Covered in RE across all year groups: <ul style="list-style-type: none"> <li>➤ Christianity</li> <li>➤ Islam</li> <li>➤ Judaism</li> </ul>

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	you live for it to be included in the definition.	<ul style="list-style-type: none"> <li>&gt; Sikhism</li> <li>&gt; Buddhism</li> <li>&gt; Hinduism</li> </ul>
<b>Sex</b>	A man or a woman.	<p>Year 1 – Gender stereotypes (PSHE)</p> <p>Year 2 – Gender stereotypes: Careers and jobs (PSHE)</p> <p>Year 3 – Stereotyping gender (PSHE)</p> <p>Year 3 – gender and careers (PSHE)</p> <p>Year 4 – stereotypes and gender (PSHE)</p> <p>Year 5 – stereotyping and gender in the workplace (PSHE)</p>
<b>Sexual orientation</b>	Whether a person’s sexual attraction is towards their own sex, the opposite sex or to both sexes.	<p>LGBT Day (whole school)</p> <p>Year 1 and 2 – Families (PSHE)</p> <p>Year 5 – marriage</p> <p>Anti-Bullying (PSHE)</p>
<b>Maternity and pregnancy</b>	<p>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 nonwork context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</p>	<p>Year 5 – The menstrual cycle and puberty (PSHE)</p> <p>Year 6 – Puberty and Sex Education (PSHE)</p>
<b>Marriage</b>	Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally	<p>Year 1 – What is family? (PSHE)</p> <p>Year 2 – Families are all different (PSHE)</p> <p>Year 5- Marriage (PSHE)</p>



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	recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).	
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\*Picture News assembly – each week has a focus on a protected characteristic