



Protected Characteristics at Holy Rosary Catholic Academy

As a Catholic school, we firmly believe that we are all equal in the eyes of God, that we are all unique individuals, and all loved by God unconditionally.

Our children are taught about mutual respect for all, and tolerance of difference through:

- **Gospel Values**
- **Trust Virtues**
- **Fundamental British Values**
- **Curriculum RE (Come and See)**
- **RSHE (Ten Ten)**
- **PSHE**
- **Worship & Liturgies**
- **Attendance at Mass**

All of the above are woven into our curriculum and the Catholic life that permeates throughout Holy Rosary's school community.

PROMOTING THE NINE PROTECTED CHARACTERISTICS

The Equality Act became law in 2010. It applies to everyone in Britain and protects people from discrimination, harassment and victimisation. Under this Act, there are nine Protected Characteristics:

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

Under the Equality Act you are protected from discrimination:

- When you are in the workplace
- 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 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 football or swimming 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 Mission statements
- Our school core values
- Our school Behaviour Policy
- Conscious role modelling by all adults in the school community
- Active engagement and communication with parents and carers
- Worship/Liturgies/Assemblies
- Fundamental British Values
- Discussion within curriculum subjects, particularly RSHE, Curriculum RE and PSHE
- Sporting, Art and Cultural Events
- Pupil Voice – Student Council
- Educational visits
- Guest speakers
- Extra-curricular activities, after-school clubs, charity work and work within the local community

Embedding Protected Characteristics into the whole ethos of Holy Rosary Catholic Academy promotes:

- Self-esteem, self-knowledge and self-confidence
- Respect for democracy and support for participation in the democratic process
- An understanding of how citizens can influence decision-making through 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 and Human Rights
- 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 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
- An understanding of the importance of identifying and combating discrimination

Whilst all of this is woven through our curriculum and the Catholic ethos that permeates throughout Holy Rosary's school community, we also teach this more explicitly through:

(See grid below showing some of the ways the Protected Characteristics are taught in school)

Characteristic	RE	RSHE	PSHE
<u>Age</u>	Tolerance and acceptance of others is covered throughout the Come and See scheme.	All Key Stages: Module 1 Unit 4	Trust virtues British Values Extra-Curricular Activities Personal Development After School clubs Student Council Diversity Books
<u>Disability</u>	Tolerance and acceptance of others is covered throughout the Come and See scheme.	Ten Ten are currently working to improve disability representation in their scheme. Ensure all staff are using the most up to date resources.	British Values: Mutual respect Trust virtues Statement to live by Class charter/school rules: treating others with respect. Extra-Curricular Activities Personal Development After School Clubs Student Council Diversity Books
<u>Gender Reassignment</u>	Year 5: Ourselves (focusses on identity as God's children) We are all unique, made in God's image and all are loved. We are all equal.	Focus on identity as children of God. We are all unique, made in God's image and all are loved. We are all equal.	We are all unique, made in God's image and all are loved. We are all equal. Diversity Books
<u>Race</u>	Tolerance and acceptance of others is covered throughout the Come and See scheme. RE Curriculum Collective Worship Gospel Values Liturgies	Racial representation in all Ten Ten resources. New Life to the Full resource - international day for elimination of racial discrimination.	British Values: Mutual respect Trust virtues Class charter/school rules: treating others with respect Statement to live by Class charter/school rules: treating others with respect Diversity Books
<u>Religion/Belief</u>	Theme weeks: Islam and Judaism Reception: Celebrating (Chinese New Year) RE Curriculum Collective Worship Gospel Values Liturgies	Respect & Tolerance Focus on identity as children of God.	British Values: Tolerance of other faiths and beliefs Trust virtues Statement to live by Class charter/school rules: treating others with respect School Visitors Diversity Books
<u>Marriage or Civil Partnership</u>	Year 1: Families Year 3: Homes Year 6: Vocation and commitment? We are all unique, made in God's image and all are loved. We are all equal.	EYFS: Module 2 KS1: Module 2 LKS2: Module 2 UKS2: Module 1 Staff should be having healthy conversations on different family types.	British Values: Tolerance of other faiths and beliefs Trust Virtues: Respect Diversity Books
<u>Sex</u>	We are all unique, made in God's image and all are loved. We are all equal.	We are all unique, made in God's image and all are loved. We are all equal	British Values: Mutual respect Trust virtues Class charter/school rules: treating others with respect School visitors Student Council Eco Council After School Clubs Careers STEM Clubs Diversity Books
<u>Sexual Orientation</u>	Year 1: Families Year 3: Homes We are all unique, made in God's image and all are loved. We are all equal.	Attraction to the opposite sex UKS2: module 1. Sexual attraction is not covered in Life to the Full. Resources currently being made which will touch on homophobic bullying.	British Values: Mutual respect Trust virtues Class charter/school rules: treating others with respect Diversity Books
<u>Pregnancy or Maternity</u>	Year 1: Families Reception: Birthday	Pregnancy is covered through the life cycle units for all key stages, module 1, unit 4. Maternity discrimination is not explored in primary school.	Advent worship: focus on Mary being pregnant with baby Jesus and how she would have felt on the journey to Bethlehem. Link this to the experience of pregnant women today.