



Hasland Infant & Nursery School

Protected Characteristics Policy

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In 2010, the Equality Act became law. People in Britain are protected against discrimination because of the Protected Characteristics we have. The 9 Protected Characteristics are:

- Age
- Sex
- Race
- Religion and Beliefs
- Disability
- Pregnancy and Maternity
- Marriage or Civil Partnership
- Sexual Orientation
- Gender Reassignment

The Law states that no one must be treated unfairly because they have one or more of the Protected Characteristics.

Intent

At Hasland Infant School, we strive to ensure that children understand that we are all special and different, and that we are all equal. We want all children to leave our school knowing that the world is full of different people and the importance of accepting and celebrating these differences.

Implementation

At Hasland Infant School, we cover 8 out of the 9 Protected Characteristics across the year. As we are an Infant School, we do not cover Gender Reassignment but know this is covered once the children reach Hasland Junior School.

The Protected Characteristics are embedded in our curriculum but are also addressed and promoted constantly as part of our ethos. We teach the children in school as part of our SMILE expectations that 'Everyone Matters'.

Each week in assembly, we use 'Picture News' to cover age-appropriate, current news issues which relate to one of the Protected Characteristics.

We also have a variety of diverse fiction and non-fiction texts that are constantly available to the children in classrooms and the library. Teachers read to the children regularly and share books which create discussions about the Protected Characteristics. Children are encouraged to respectfully share their opinions and ask questions to help them to improve their understanding of the world.

Impact

All children in Hasland Infant school will have the opportunity to learn to understand the importance of celebrating differences and treating people equally. They will know that we are all different and that everyone should be treated with respect.

Age



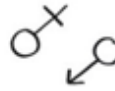
Age discrimination is when someone is treated unfairly because of how old they are.

Race



Race discrimination is when someone is treated unfairly because of the colour of their skin.

Gender



Gender refers to you being a boy or a girl. You must not be treated unfairly because of your gender.

Disability



A disability is a physical or mental problem that makes it difficult or impossible for a person to walk, see, hear, speak, learn, or do other important things. You must not be treated unfairly because of your disability.

Marriage and Civil Partnership



You must not be treated unfairly because you are married or in a civil partnership.

Sexual Orientation



You must not be treated unfairly if you are attracted to people of your own gender, the opposite gender or both genders.

Religion or Belief



You must not be treated unfairly because of your religion, what you believe in or if you don't have a religion.

Pregnancy and Maternity



You must not be treated unfairly if you are pregnant or have just had a baby.