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Protective Characteristics Policy

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Definition:

Protective characteristics are traits that are considered inherent or acquired, which make an individual less susceptible to discrimination or harm on the basis of personal characteristics, such as race, ethnicity, age, gender, sexual orientation, religion, disability, or any other status protected by law.

Age - refers to a person's age, whether young or old, and is protected from discrimination by the Equality Act 2010.

Disability - refers to a person who has a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out day-to-day activities, and is protected from discrimination by the Equality Act 2010.

Gender reassignment - refers to a person who is proposing to undergo, is undergoing, or has undergone a process to change their gender identity, and is protected from discrimination by the Equality Act 2010.

Marriage and civil partnership - refers to a person who is married or in a civil partnership, and is protected from discrimination by the Equality Act 2010.

Pregnancy and maternity - refers to a person who is pregnant or on maternity leave, and is protected from discrimination by the Equality Act 2010.

Race - refers to a person's ethnicity, skin color, or national origin, and is protected from discrimination by the Equality Act 2010.

Religion or belief - refers to a person's religion, belief, or lack of belief, and is protected from discrimination by the Equality Act 2010.

Sex - refers to a person's biological sex, whether male or female, and is protected from discrimination by the Equality Act 2010.

Sexual orientation - refers to a person's sexual attraction or sexual identity, whether heterosexual, gay, lesbian, or bisexual, and is protected from discrimination by the Equality Act 2010.

It is important for Willow Park School to understand and respect each of these protective characteristics to ensure that all students and employees are treated fairly and with dignity and respect.

Legislation

Equality Act 2010: This legislation protects individuals from discrimination, harassment, and victimization based on protected characteristics such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Education and Inspections Act 2006: This legislation requires schools to promote community cohesion and eliminate discrimination, harassment, and victimization based on protected characteristics.

Special Educational Needs and Disability (SEND) Code of Practice: This guidance provides information on how schools should provide support and reasonable adjustments for students with disabilities and special educational needs.

Children and Families Act 2014: This legislation requires schools to make provision for children with special educational needs and disabilities, and to work with parents and other agencies to provide effective support.

The Human Rights Act 1998: This legislation incorporates the European Convention on Human Rights into UK law and provides protection for fundamental human rights and freedoms, including the right to freedom from discrimination and the right to education.

It is important for Willow Park School to comply with these legislations to ensure that all students and employees are protected from discrimination and harassment based on their protected characteristics.

Non-discrimination:

Willow Park School is committed to providing a safe and inclusive environment that promotes the dignity, respect, and well-being of all individuals, irrespective of their protective characteristics. Discrimination, harassment, or any form of prejudice based on protected characteristics is strictly prohibited.

Prevention:

To prevent discrimination, Willow Park School will provide ongoing training and education to all employees and students on the importance of protective characteristics, and how to recognize and address discrimination, harassment, and prejudice.

The curriculum:

At Willow Park School we embed teaching of protective characteristics within our PSHE curriculum along with circle time and assembly activities.

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| --- | --- | --- |
| Protective Characteristics | Curriculum | Evidenced |
| Age | KS1 and KS2 | Living in the Wider World  Growing Up |
| Disability | KS1 and KS2  EYFS | Living in the Wider World  One World  The World |
| Gender Reassignment | KS1 and KS2 | Living in the Wider World  One World |
| Marriage and civil Partnership | KS1 and KS2 | One World  Relationships-VIPS |
| Pregnancy and Maternity | KS1 and KS2 | Living in the Wider World |
| Race | KS1 and KS2 | Living in the Wider World  Diverse Britain  One World |
| Religion or beliefs | KS1 and KS2 | Living in the Wider World  Diverse Britain  One World |
| Sex | KS1 and KS2 | Living in the Wider World  It’s my Body  Safety First |
| Sexual Orientation | KS1 and KS2 | Living in the Wider World  Growing Up  One World |

Our EYFS curriculum explores the protective characteristics within the PSHE and the world areas of the curriculum, teachers at Willow Park School will use their knowledge within the policy to cover these elements to a suitable level for the children at Willow Park School.

Willow Park School will hold daily assemblies, giving the children a variety of opportunities to explore different topics and experiences.

Every week assemblies will include:

Rewards

Communication

Sing and sign

The News

All children will be part of our assembly rota which will include:

|  |  |
| --- | --- |
| Term | Themes covered |
| Autumn 1 | New beginnings  Being Me  Feelings  Mindfulness  Friendships  Shared rules/following rules (right/wrong)  Taking Care/Early waning Signs  Harvest  Diwali |
| Autumn 2 | Celebrating Differences  Remembrance Day  Anti-Bullying  Christingle  Kindness  My body  Christmas Celebration |
| Spring 1 | Dreams and Goals  Ambition  Overcoming fears  Safer internet  Mental Health Awareness |
| Spring 2 | Our world  Healthy me  Kindness  Happiness  Easter |
| Summer 1 | Not giving up  Resilience  Relationships  Friendships  Mental Health Awareness  Taking Care |
| Summer 2 | Internet Safety  Our world  Changing Me  Being brave  Forgiveness  Moving on |

Willow Park school will also have focus days, whereby children will develop their earning on a particular focus or topic. These will include but not limited too:

* Feelings and emotions
* Staying safe (including e-safety)
* Healthy Living
* Me within Our World
* Celebrating differences
* Friendships and relationships

Reporting:

Any student, employee, or member of the community who witnesses or experiences discrimination or harassment based on protective characteristics, is encouraged to report the incident to the appropriate authority at Willow Park School. The reporting mechanism will be clearly communicated to all stakeholders, and will include provisions for confidentiality and anonymity.

Investigation:

Willow Park School will conduct prompt and thorough investigations of all reported incidents of discrimination or harassment based on protective characteristics. The investigation will be conducted by a qualified and impartial investigator, who will provide a report to the school administration.

Accountability:

Any employee or student who is found to have engaged in discrimination or harassment based on protective characteristics will be held accountable for their actions, which may result in disciplinary action, up to and including termination or expulsion.

Accessibility:

Willow Park School will make every effort to accommodate students and employees with protected characteristics, and will provide reasonable accommodations as required by law.

Review:

This policy will be reviewed periodically to ensure that it is effective, up-to-date, and in compliance with all relevant laws and regulations.

Communication:

This policy will be communicated to all employees, students, and the community, and will be available on the school's website. Any updates or changes to the policy will be communicated promptly and effectively.

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