



Equality Act 2010

Protected Characteristics

St Mary's College contextual information:

IN RSE / PSHE we follow a course which is a hybrid between Ten:Ten, Life to the Full which is recommended by the Diocese of Middlesbrough Education Service and the best practice guidance from the PSHE association.

On 19 April 2021, Ofsted updated their guidance on Inspecting teaching of the protected characteristics in schools. The document laid out what inspectors will look for when gathering evidence on how schools promote equality and pupils' understanding of the protected characteristics.

The guidance said this:

- Schools are not required to teach about all the protected characteristics in every year group; that is a matter for the school to decide, and how it plans its curriculum. However, the curriculum should be planned and delivered so that children develop age-appropriate knowledge and understanding during their time at the school. In secondary schools, this includes age-appropriate knowledge of the protected characteristics of sexual orientation and gender reassignment.
- There are a range of ways schools can choose to teach about these issues in an age-appropriate way. Primary schools could, for example, teach pupils about the different types of family groups that exist within society. Secondary schools could, for example, teach pupils in more detail about sexuality and gender identity as well as the legal rights afforded to LGBT people. As stated in the DfE's statutory guidance, teaching on these matters should be integrated appropriately into the curriculum, rather than addressed separately or in one-off lessons.

In the accompanying guidance, Equality and diversity impact assessment: inspecting protected characteristics, Ofsted addressed concerns that some schools may feel conflicted in their teaching due to the religious beliefs at the core of the schools' ethos. It said:

- [We note] that: "All schools, including faith schools, will be able to teach the new subjects in accordance with their school values and ethos while also having due regard to the guidance and being consistent with the requirements of the Equality Act 2010." (DFE Statutory guidance). Our guidance does not go beyond the statutory guidance or stipulate how schools must go about teaching this content. ...Inspectors will expect to see that pupils 'develop age-appropriate knowledge and understanding during their time at the school'.


LIFE TO THE FULL & THE PROTECTED CHARACTERISTICS: Currently

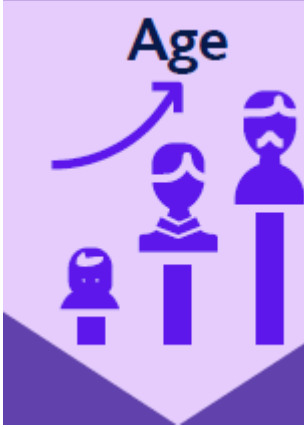

In *Life to the Full*, we take a holistic approach to the teaching of all RSHE subject matters including teaching on the Protected Characteristics. We provide spiral teaching from primary schools to secondary schools, with one programme feeding into the other. This means that there is a continuous, age-appropriate approach to the teaching of the subject from 4 to 18.


From Year 7, we make it clear to students that the teaching of Relationship Education is for all, irrespective of sexual orientation, and we begin to introduce scenarios that include people with the protected characteristics.


In Year 8, we provide substantial teaching on the Protected Characteristics, an in-depth look at transgender people, and homophobia.



In later years in secondary schools, we return to these topics in age-appropriate ways, ensuring that the teaching is appropriately integrated into the curriculum.

	Equality Act 2010 Definitions	PSHE Curriculum	Wider Curriculum
	Sexual orientation (1) Sexual orientation means a person's sexual orientation towards— (a) persons of the same sex, (b) persons of the opposite sex, or (c) persons of either sex. (2) In relation to the protected characteristic of sexual orientation— (a) a reference to a person who has a particular protected characteristic is a reference to a person who is of a particular sexual orientation; (b) a reference to persons who share a protected characteristic is a reference to persons who are of the same sexual orientation.	Year 8 PSHE session 2 Year 8 PSHE session 5 Year 8 PSHE session 7 Year 9 PSHE session 8	Year 11 RE Relationships and Family British Values Tutor Time Programme Y7-11



	<p>Age</p> <p>(1) In relation to the protected characteristic of age—</p> <p>(a) a reference to a person who has a particular protected characteristic is a reference to a person of a particular age group;</p> <p>(b) a reference to persons who share a protected characteristic is a reference to persons of the same age group.</p> <p>(2) A reference to an age group is a reference to a group of persons defined by reference to age, whether by reference to a particular age or to a range of ages.</p>	<p>Year 7 PSHE session 4</p> <p>Year 8 PSHE session 2</p> <p>Year 9 PSHE session 7</p> <p>Year 10 PSHE session 5</p>	<p>British Values Tutor Time Programme Y7-11</p> <p>Year 12 Geography in Tectonics – age and vulnerability to hazards.</p> <p>Year 8 Geography in Development – age structures of different countries and differing life expectancies depending on development.</p>
	<p>Disability</p> <p>(1) A person (P) has a disability if—</p> <p>(a) P has a physical or mental impairment, and</p> <p>(b) the impairment has a substantial and long-term adverse effect on P's ability to carry out normal day-to-day activities.</p> <p>(2) A reference to a disabled person is a reference to a person who has a disability.</p> <p>(3) In relation to the protected characteristic of disability—</p> <p>(a) a reference to a person who has a particular protected characteristic is a reference to a person who has a particular disability;</p> <p>(b) a reference to persons who share a protected characteristic is a reference to persons who have the same disability.</p> <p>(4) This Act (except Part 12 and section 190) applies in relation</p>	<p>Year 7 PSHE session 4</p> <p>Year 8 PSHE session 2</p> <p>Year 10 PSHE session 5</p>	<p>British Values Tutor Time Programme Y7-11</p> <p>Year 7 English: Poetry around the world</p> <p>Year 8 History: Child Labour. Many children would end up with life changing injuries due to working in factories/mines etc.</p> <p>Year 9/10 History: Medicine through Time</p>

	<p>to a person who has had a disability as it applies in relation to a person who has the disability; accordingly (except in that Part and that section)—</p> <p>(a) a reference (however expressed) to a person who has a disability includes a reference to a person who has had the disability, and</p> <p>(b) a reference (however expressed) to a person who does not have a disability includes a reference to a person who has not had the disability.</p> <p>(5) A Minister of the Crown may issue guidance about matters to be taken into account in deciding any question for the purposes of subsection (1).</p> <p>(6) Schedule 1 (disability: supplementary provision) has effect.</p>		<p>Year 9/10 History: briefly mentioned in Early Elizabethan England when poor, disabled people would receive more favourable treatment</p> <p>Year 8/10/13: Holocaust. Discrimination towards the disabled</p> <p>Year 7-9 Literacy for Life – Inclusion & Diversity (Summer Term)</p>
	<p>Sex</p> <p>In relation to the protected characteristic of sex—</p> <p>(a) a reference to a person who has a particular protected characteristic is a reference to a man or to a woman;</p> <p>(b) a reference to persons who share a protected characteristic is a reference to persons of the same sex.</p>	<p>Year 7 PSHE session 1</p> <p>Year 7 PSHE session 7</p> <p>Year 8 PSHE session 2</p> <p>Year 8 session 7</p> <p>Year 9 PSHE session 7</p> <p>Year 10 PSHE session 7</p>	<p>British Values Tutor Time Programme Y7-11</p> <p>Year 11 RE Relationships and Families</p> <p>Year 10/Year 11 Geography – Development and how equality is often poor in developing nations.</p> <p>Year 7-9s Literacy for Life – Gender and Equality (Spring Term)</p>

	<p>Race</p> <p>(1) Race includes—</p> <p>(a) colour;</p> <p>(b) nationality;</p> <p>(c) ethnic or national origins.</p> <p>(2) In relation to the protected characteristic of race—</p> <p>(a) a reference to a person who has a particular protected characteristic is a reference to a person of a particular racial group;</p> <p>(b) a reference to persons who share a protected characteristic is a reference to persons of the same racial group.</p> <p>(3) A racial group is a group of persons defined by reference to race; and a reference to a person's racial group is a reference to a racial group into which the person falls.</p> <p>(4) The fact that a racial group comprises two or more distinct racial groups does not prevent it from constituting a particular racial group.</p> <p>(5) A Minister of the Crown F1...—</p> <p>(a) [F2 must by order] amend this section so as to provide for caste to be an aspect of race;</p> <p>(b) [F3 may by order] amend this Act so as to provide for an exception to a provision of this Act to apply, or not to apply, to caste or to apply, or not to apply, to caste in specified circumstances.</p> <p>(6) The power under section 207(4)(b), in its application to subsection (5), includes power to amend this Act.</p>	<p>Year 7 PSHE session 4</p> <p>Year 8 PSHE session 2</p> <p>Year 10 PSHE session 7</p>	<p>British Values Tutor Time Programme Y7-11</p> <p>SMC International Week- celebration of the diversity in heritage, nationality, ethnicity and culture of our SMC community through International workshops, fairs and form time curriculum.</p> <p>Year 7 English: Poetry around the world</p> <p>Year 10 and Year 11 Geography – themes are dealt with when learning about international migration and looking at the benefits and disadvantages of migration to rural and urban areas of the UK.</p> <p>Year 8 History: The Slave Trade, the British Empire and the Holocaust</p>
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			Year 7 English: Poetry around the world Year 7-9 Literacy for Life – Inclusion & Diversity (Summer Term)
	<p>Religion or belief</p> <p>(1) Religion means any religion and a reference to religion includes a reference to a lack of religion.</p> <p>(2) Belief means any religious or philosophical belief and a reference to belief includes a reference to a lack of belief.</p> <p>(3) In relation to the protected characteristic of religion or belief—</p> <p>(a) a reference to a person who has a particular protected characteristic is a reference to a person of a particular religion or belief;</p> <p>(b) a reference to persons who share a protected characteristic is a reference to persons who are of the same religion or belief.</p>	<p>Year 7 PSHE session 4</p> <p>Year 8 PSHE session 2</p> <p>PSHE session 1 all year groups</p>	<p>British Values Tutor Time Programme Y7-11</p> <p>Religious Education curriculum years 7 – 11</p> <p>History curriculum years 7-11</p> <p>English – Year 7 – My Sister Lives on the Mantelpiece</p>
	<p>Pregnancy & maternity</p> <p>A person (A) discriminates against a woman if, in the protected period in relation to a pregnancy of hers, A treats her unfavourably —</p> <p>(a) because of the pregnancy, or</p> <p>(b) because of illness suffered by her as a result of it.</p> <p>(3) A person (A) discriminates against a woman if A treats her unfavourably because she is on compulsory maternity leave.</p> <p>(4) A person (A) discriminates against a woman if A treats her unfavourably because she is</p>	<p>Year 7 PSHE session 8</p> <p>Year 9 PSHE session 8</p> <p>Year 10 PSHE session 7</p> <p>Year 11 PSHE session 6</p>	<p>British Values Tutor Time Programme Y7-11</p> <p>Year 11 RE Relationships and Family</p> <p>Year 7 English 'Parents'</p> <p>Year 10 Science Methods of Contraception</p>

	<p>exercising or seeking to exercise, or has exercised or sought to exercise, the right to ordinary or additional maternity leave.</p> <p>(5) For the purposes of subsection (2), if the treatment of a woman is in implementation of a decision taken in the protected period, the treatment is to be regarded as occurring in that period (even if the implementation is not until after the end of that period).</p> <p>(6) The protected period, in relation to a woman's pregnancy, begins when the pregnancy begins, and ends—</p> <p>(a) if she has the right to ordinary and additional maternity leave, at the end of the additional maternity leave period or (if earlier) when she returns to work after the pregnancy;</p> <p>(b) if she does not have that right, at the end of the period of 2 weeks beginning with the end of the pregnancy.</p> <p>(7) Section 13, so far as relating to sex discrimination, does not apply to treatment of a woman in so far as—</p> <p>(a) it is in the protected period in relation to her and is for a reason mentioned in paragraph (a) or (b) of subsection (2), or</p> <p>(b) it is for a reason mentioned in subsection (3) or (4).</p>		<p>Year 10 Science Managing fertility</p> <p>Year 7 Science: Pregnancy</p> <p>Year 11 RE: Religion and Life</p> <p>Year 8, Year 10 and Year 11 Geography – looking at birth rates and infant mortality rates as development indicators.</p>
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	<p>Gender reassignment</p> <p>(1) A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.</p> <p>(2) A reference to a transsexual person is a reference to a person who has the protected characteristic of gender reassignment.</p> <p>(3) In relation to the protected characteristic of gender reassignment—</p> <p>(a) a reference to a person who has a particular protected characteristic is a reference to a transsexual person;</p> <p>(b) a reference to persons who share a protected characteristic is a reference to transsexual persons.</p>	<p>Year 7 PSHE session 4</p> <p>Year 8 PSHE session 2</p> <p>Year 8 PSHE session 7</p> <p>Year 9 PSHE session 7</p>	<p>British Values Tutor Time Programme Y7-11</p> <p>Personal Development Drop Down Session 3- Social Justice</p>
	<p>Marriage and civil partnership</p> <p>(1) A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.</p> <p>(2) In relation to the protected characteristic of marriage and civil partnership—</p> <p>(a) a reference to a person who has a particular protected characteristic is a reference to a person who is married or is a civil partner;</p> <p>(b) a reference to persons who share a protected characteristic is a reference to persons who are married or are civil partners.</p>	<p>Year 7 PSHE session 4</p> <p>Year 10 PSHE session 7</p> <p>Year 11 PSHE session 6</p>	<p>British Values Tutor Time Programme Y7-11</p> <p>Year 11 RE – Relationships and Family</p>