

Protected Characteristics

Promoting the Protected Characteristics at St John Bosco Catholic Primary School

We work to ensure that our children understand that:

- There are no outsiders at St John Bosco.
- Everyone is different and we celebrate those differences.
- Everyone was made in the image and likeness of God.
- God loves us all.
- We are all equal in our differences

The Equality Act

The Equality Act became law in 2010. It covers everyone in Britain and protects people from discrimination, harassment and victimisation. Everyone in Britain is protected. This is because the Equality Act protects people against discrimination because of the protected characteristics that we all have. Under the Equality Act, there are nine Protected Characteristics:

- Age
- Disability
- Gender reassignment
- Race
- Religion or belief
- Marriage or civil partnership
- Sex
- Sexual orientation
- Pregnancy and maternity

The 9 Protected Characteristics are actively promoted at St John Bosco through:

- Our school vision and equality statements
"Our vision for St John Bosco Catholic Primary School is to enable all children to achieve their full potential in a safe, welcoming and happy learning environment. We will strive to create responsible citizens who are independent and confident lifelong learners equipped to meet the challenges of a changing future. This will be achieved within an inclusive school that values every individual and celebrates the diversity of our community."

Our School Improvement Plan

- Empower our pupils to be positive and proactive members of society in engaging with global issues including the stewardship of our environment, understanding cultural diversity and increasing digital literacy skills.

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- Our school core values promote the protected characteristics specifically the values of respect for everyone around us, and diversity, appreciating and celebrating the differences and similarities between us.
- Our school behaviour approach - The St John Bosco Way -
- Conscious role modelling by all adults in the school community
- Active engagement and communication with parents and carers
- Assemblies
- The promotion and celebration of British values in school life
- Developing a love of reading through a range of authors and genres
- Discussion within curriculum subjects, taking a cross-curricular approach
- Learning for life and RSE lessons, as well as taking the opportunity to model respect and positivity in all lessons
- Promoting articulation by building appropriate language and a coherent vocabulary
- Religious Education (RE) lessons
As part of our promotion and understanding of British Values and our Catholic ethos, once a year, in Spring term, we learn about other faiths. This is a chance for all children to study at depth a different culture and faith. The Diocesan Education Service describes the purpose of learning about other faiths 'as an opportunity for children to grow in awareness and appreciation of their own cultural heritage in order to develop a sense of pride and self-worth in who they are and, at the same time, to grow in awareness and appreciation of other people.' This also reflects the DFE British Values curriculum of tolerance of those of different faith and beliefs.

Each year group focus on learning about one other religion, which includes:

Church of England
Judaism
Sikhism
Buddhism
Islamism
Hinduism

Catholicism is taught and linked to sacramental preparation

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All classes have the opportunity to visit a place of worship connected to the chosen religion. Then all children share their knowledge and learning through whole school 'learning about other religions' showcase assemblies where parents are invited to attend and learn alongside children.

- Sporting competitions - Both within school and outside of school
- Art projects and visits
- School Council
- Educational experiences and visits
- Whole school celebration and promotion of special days such as World Down Syndrome Day where everyone wears odd socks to school and we learn more about the syndrome.
- Real-life learning outside the classroom
- Guest speakers particularly as part of Faith Filled Friday and Catholic Social Teaching activities
- Developing links with the local community for example Kelvedon House and inviting local old people into school
- Extra-curricular activities, after-school clubs, charity work and work within the local community
- Safer recruitment, retention and staff development
- We collect and analyse the data to assess the impact of our Equality Policy. The data is recorded on our CPOMs system. This includes attendance, exclusions, outcomes, racial incidents, peer-on-peer abuse, bullying, homophobic incidents, any other prejudice related incidents.

Curriculum Coverage

At St John Bosco, we actively promote the protected characteristics in our curriculum and work to embed them into our ethos. Our RSE curriculum and Catholic Social Teaching are important elements in promoting them.

We have worked hard to ensure that the protected characteristics are part of our whole school ethos.

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➤ **Self-esteem, self-knowledge and self-confidence**

Lots of opportunities to celebrate success through Congrats assemblies with rewards and incentives, showcase assemblies to share good work. Focus on raising aspirations and career ambitions. Whole school involvement with George Fouche 'Dare to Aspire' Workshop. Pupil roles and responsibilities help to develop self-esteem and confidence. Rainbow Room to support children with SEMH needs.

➤ **Understanding that everyone is wonderful and made in the likeness and image of God. Everyone has wonderful and unique God-given talents and attributes**

Celebration Assemblies across the school, Marvellous Me used to celebrate success across the school.

➤ **Respect for democracy and support for participation in the democratic process**

Elections held across classes on National Democratic Day for representatives for school council. Children vote on a variety of things throughout the year and have a good understanding of the term 'democracy.'

➤ **Acceptance of responsibility for their own behaviour and teaching children to make good choices**

FABs (Friends Against Bullying) and Safeguarding Champions are visible on the playground. Our robust behaviour approach 'The St John Bosco Way' clearly lays out our expectations and behaviour management. Rewards and incentives for positive behaviour. Clear consequences in place to encourage good choices.

➤ **Respect for their own and other cultures**

Whole school RE coverage of all religions, as well as themes of respect through our RSE lessons. Themed weeks and days around school where different cultures have been celebrated. Faith Filled Friday and Social Catholic Teaching used effectively to celebrate culture diversity, for example countries World Cup celebration, Diwali showcase assembly.

➤ **Every member of the community knowing that whatever they report it will be dealt with appropriately and followed up**

Modelling from all adults in school that concerns will always be dealt with. Safeguarding Champions and FABs. Prefects and infant buddies to support the younger children.

➤ **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**

School food bank, relationship with Kelvedon House Old People's Home, community fundraising, projects to benefit the community, e.g. fundraising for a community defibrillator, inviting local old people into school, litter picking in the local area. Encouraging all children to be good people and be positive, proactive members of society. Sending Christmas cards to local care home, old people's home and Sandwell Hospital.

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Charity work and fundraising throughout the year. Strong links with Brushstrokes charity.

➤ **An understanding of Equality, Human Rights and Protected Characteristics**

Taught through the curriculum in many ways including through careful choice of reading books, our RSE and RE curriculum, Catholic Social Teaching, etc.

➤ **An appreciation that living under the rule of law protects individual citizens and is essential for their wellbeing and safety**

Understanding of the importance of rule and law. Police visit school at least yearly and speak to the children. Promotion of the importance and fairness of being democratic - this is regularly demonstrated through class votes on a variety of things, e.g. Nursery always have a choice of two books for the children to vote on each day.

➤ **An understanding that the freedom to choose and hold other faiths and beliefs is protected in law**

Faiths taught through RE, and constant reminders during lessons that everyone's religion is to be respected and appreciated. God loves everyone.

➤ **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.**

This is modelled and taught within RE lessons as well as heavily focused upon during RSE lessons and through Faith Filled Friday and Catholic Social Teaching. Any prejudiced incident that takes place at St John Bosco is seen as an opportunity to reflect, learn and make better choices next time. Children are able to visit the prayer area to reflect on their behaviour and choices.

➤ **An understanding of the importance of identifying and combating discrimination**

Stereotyping and challenging discrimination is taught in RSE lessons and through engagement days such as Racial Justice, World Afro Day.

➤ **Parents taking an active part in identifying barriers and informing school leaders of actions that can be taken to eradicate these**

Many opportunities for parent communication, through email, welcoming school office and a member of staff at each entrance at the start and end of day.

Examples of Considerations of the Protected Characteristics in the Curriculum

- ✓ In history, significant figures to be studied are from a range of backgrounds, cultures, religions and races.
- ✓ MAC project looking at religious leaders and role models represented in different cultures

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- ✓ In maths, names used in worded questions are selected carefully to ensure stereotypes are avoided, e.g. boy always used in construction-based questions.
- ✓ RSE curriculum considers different make-ups of families and focuses on the fact that God loves everyone.
- ✓ Life cycles of animals, plants and humans studied through the Science curriculum.
- ✓ Focus in EYFS on marriage and what that means.
- ✓ All classes learn about Mary being pregnant with Jesus and how this would have affected her, the struggle and tiredness whilst traveling to Bethlehem and her love for Jesus as a mother.

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Key Texts to Support with the Promotion and Understanding of the Protected Characteristics

These books are read as class texts over the course of the year to encourage positive and guided discussion of the protected characteristics. At St John Bosco, we strive to create an environment where children can share their opinions and ask questions.

Reception					
Learning Intention	To say what I think.	To understand that it's OK to like different things.	To make friends with someone different.	To understand that all families are different.	To celebrate my family.
Year 1					
Learning Intention	To like the way I am.	To play with boys and girls.	To recognise that people are different ages.	To understand our bodies work in different ways.	To understand that we share the world with lots of people.
Year 2					
Learning Intention	To understand what diversity is.	To understand how we share the world.	To understand what makes someone feel proud.	To feel proud of being different.	To be able to work with everyone in my class.
Year 3					
Learning Intention	To understand how difference can affect someone.	To understand what 'discrimination' means.	To find a solution to a problem.	Use strategies to help someone who feels different.	To be welcoming.
Year 4					
Learning Intention	To know when to be assertive.	To understand why people choose to get married.	To overcome language as a barrier.	To ask questions.	To be who you want to be.
Year 5					
Learning Intention	To learn from our past.	To justify my actions.	To recognise when someone needs help.	To appreciate artistic freedom.	To accept people who are different from me.
Year 6					
Learning Intention	To promote diversity.	To stand up to discrimination	To challenge causes of racism.	To consider how my life may change as I grow up.	To recognise my freedom.