



Protected Characteristics

At North Clifton Primary, we are committed to being a safe and welcoming school for everyone. We believe in equality and celebrate diversity.

The UK Government recognises how important it is that all children gain an understanding of the world they are growing up in, and learn how to live alongside, and show respect for, a diverse range of people” (UK Gov. 2021).

Our school is dedicated to the commitment of the staff and Governors, to promote equality and to fulfil our responsibilities under the Equalities Duty.

This involves tackling the barriers which could lead to unequal outcomes so that there is equality of access and the diversity within the school community is celebrated and valued.

What is the Public Sector Equality Duty (PSED)?

The PSED was introduced by the Equality Act 2010 and applies to all schools, including maintained and independent schools, academies, maintained nursery schools, and maintained and non-maintained special schools

The PSED has 3 main elements:

- **Eliminating discrimination** and other conduct prohibited by the Equality Act 2010
- **Advancing equality of opportunity** between people who share a protected characteristic and people who do not share it
- **Fostering good relations** across all characteristics – between people who do share a protected characteristic and people who do not share it.

The 9 protected characteristics are:



The 9 Protected Characteristics are actively promoted in school through:

- Our school ethos, School Development Plan (SDP), and Self Evaluation (SEF)
- 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
- Whole school and class assemblies
- Promotion of British Values across the school community
- Discussion within curriculum subjects, taking a cross-curricular approach
- Teaching and promoting the Protected Characteristics through our curriculum, through PSHE and stories
- Religious Education (RE) lessons, RSE lessons
- Promoting articulation by building appropriate language and a coherent vocabulary across all subject areas
- Building Cultural Capital e.g. sporting competitions, festivals and opportunities, art and cultural activities
- Pupil Voice e.g. School Council
- Educational visits
- Real-life learning outside the classroom
- Guest speakers and visitors from the wider community
- Developing stronger links with the local, national and international communities
- Extra-curricular activities, after-school clubs, charity work and work within the local community

We firmly believe that embedding Protected Characteristics into the whole school ethos at North Clifton Primary promotes:

- Self-esteem, self-knowledge and self-confidence of everyone in our school community
- Respect for democracy and support for participation in the democratic process will be raised
- Acceptance of responsibility for their own behaviour
- Respect for their own and other cultures
- Understanding of how people can contribute positively to school and home life and to the lives of those living and working in the local community and beyond
- An understanding of Equality, Human Rights and Protected Characteristics
- An understanding of how citizens can influence decision-making through the democratic process
- An appreciation that living under the rule of law protects individual citizens and is essential for their wellbeing and safety of all
- 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 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

At North Clifton Primary School, we believe that everyone is valued, respected and welcome to thrive within our community.