



Personal development at St Teresa's

Protected characteristics (focusing on the 4 bold for primary pupils)

Age

Disability

Race

Religion or belief

Gender reassignment

Marriage or civil partnership

Sex

Sexual orientation Pregnancy and maternity

Under the **Equality Act** you are protected from discrimination:

- When you are in the workplace
- When you use public services like healthcare (for example, visiting you doctor or local hospital) or education (at your school or college)
- When you use businesses and other organisations that provide services and goods.
- When you use transport
- When you join a club or association (like your local football team)
- When you have contact with public bodies like your local council or government departments.

The **Protected Characteristics** are actively promoted at St Teresa's through:

- Out school mission statement, school improvement plan and school evaluation
- Our school behaviour policy
- Conscious role modelling be all adults in the school community
- Active engagement and communication with parents and carer
- Assemblies

- British values themes during the year
- Discussion within curriculum subjects
- Promoting articulation by building appropriate language and a coherent vocabulary
- RSHE Lessons including My Happy Mind and Journey in Love
- RE lessons
- Sporting, art and Cultural events
- Pupil Voice
- Educational visits
- Real-life learning outside the classroom
- Guest speakers
- Developing links with local, national and international communities
- Extra-curricular activities, after school clubs, charity work and work within our local community through our SVP Mini Vinnies.

Desired outcomes:

- Respect for democracy and support for participation in the democratic process
- Acceptance of responsibility for their own behaviour
- Respect for their own and other cultures
- 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.
- 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.
- An understating 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 to oneself (or having no one) should be accepted and tolerated, and should not be the cause of prejudicial or discriminatory behaviour