



Promoting the Protected Characteristics at Cherry Tree Academy

We work to ensure that our children understand that:

There are no outsiders at Cherry Tree Academy

Everyone is different

We celebrate our differences

We are all equal in our differences

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:

1. Age
2. Disability
3. Gender reassignment
4. Race
5. Religion or belief
6. Marriage or civil partnership
7. Sex
8. Sexual orientation
9. Pregnancy and maternity

At Cherry Tree Academy, we actively promote these in our curriculum and work to embed them into our ethos.

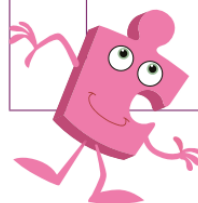
Under the Equality Act you are protected from discrimination:

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

Schools across the UK are aligning their Jigsaw PSHE lessons to the Equality Act. The grid below offers some suggestions as to how particular Jigsaw lessons can be of support to schools. Note that this list is not exhaustive as there are numerous other lessons that teach about equality.

Protected characteristics	What this refers to	Links to Jigsaw 3-11	Links to Jigsaw 11-16
Age	Where this is referred to, it refers to a person belonging to a particular age (for example, 32-year-olds) or range of ages (for example, 18- to 30-year-olds).	Celebrating Difference Ages 10-11 Piece 3: Power Struggles	Celebrating Difference Ages 11-12 Piece 1: Prejudice and discrimination Ages 13-14 Piece 1: Equality Piece 5: Discrimination Piece 6: Assessment Ages 14-15 Piece 1: Equality: what does it mean to me in the UK? Piece 2: Equality in the workplace Piece 5: Challenging inequality Piece 6: Assessment
Gender reassignment	The process of transitioning from one gender to another.	Celebrating Difference Ages 5-6 Piece 6: Celebrating Me. Ages 7-8 Piece 5: Gender diversity Ages 8-9 Piece 1: Judging by appearances Ages 10-11 Piece 2: Understanding difference NB. In Jigsaw the focus is on accepting all people as unique individuals, not on transitioning itself.	Celebrating Difference Ages 11-12 Piece 4: Discrimination in school Ages 13-14 Piece 1: Equality Piece 2: Understanding difference Piece 5: Discrimination Piece 6: Assessment Ages 14-15 Piece 5: Challenging inequality Piece 6: Assessment Changing Me Ages 14-15 Piece 3: Gender and sexual identity Piece 4: Gender stereotypes and sexual identity
Being married or in a civil partnership	Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).	Celebrating Difference Ages 7-8 Piece 1: Families	Celebrating Difference Ages 11-12 Piece 4: Discrimination in school Ages 13-14 Piece 1: Equality Piece 5: Discrimination Piece 6: Assessment Ages 14-15 Piece 5: Challenging inequality Piece 6: Assessment Changing Me Ages 14-15 Piece 4: Gender stereotypes and sexual identity Being Me in My World Ages 15-16 Piece 2: Relationships and the law

Being pregnant or on maternity leave	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.	Celebrating Difference Ages 3-4/4-5 Piece 3: Families Ages 7-8 Piece 1: Families	Celebrating Difference Ages 11-12 Piece 4: Discrimination in school Ages 13-14 Piece 1: Equality Piece 5: Discrimination Piece 6: Assessment Ages 14-15 Piece 1: Equality: what does it mean to me in the UK? Piece 5: Challenging inequality Piece 6: Assessment Healthy Me Ages 15-16 Piece 4: Pregnancy and choice
Disability	A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.	Celebrating Difference Ages 10-11 Piece 5: Celebrating difference	Celebrating Difference Ages 11-12 Piece 4: Discrimination in school Ages 13-14 Piece 1: Equality Piece 5: Discrimination Piece 6: Assessment Ages 14-15 Piece 1: Equality: what does it mean to me in the UK? Piece 2: Equality in the workplace Piece 5: Challenging inequality Piece 6: Assessment
Race including colour, nationality, ethnic or national origin	Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.	Celebrating Difference Ages 9-10 Piece 2: Racism	See Jigsaw 11-16 and Preventing Racism article and mapping on the Community Area of the 11-16 website
Religion, belief or lack of religion/belief	Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.	Celebrating Difference Ages 9-10 Piece 1: Different Cultures	Celebrating Difference Ages 11-12 Piece 4: Discrimination in school Ages 12-13 Piece 1: Prejudice and discrimination Piece 3: When things go right Ages 13-14 Piece 1: Equality Piece 5: Discrimination Piece 6: Assessment Ages 14-15 Piece 1: Equality: what does it mean to me in the UK? Piece 2: Equality in the workplace Piece 5: Challenging inequality Piece 6: Assessment



The 9 Protected Characteristics are actively promoted at Cherry Tree Academy through:

- Our school vision and ethos statements and our SDP.
- Our school core values, specifically the values of respect for everyone around you, and diversity, appreciating and celebrating the differences and similarities between us.
- Our school behaviour policy
- Conscious role modelling by all adults in the school community
- Active engagement and communication with parents and carers
- Assemblies
- The promotion 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 a language rich curriculum and coherent vocabulary
- Religious Education (RE) lessons
 - During their time at Cherry Tree Academy, children cover all the major world religion.



- These are taught with the understanding that we celebrate and respect all religions and their principles.
- Sporting competitions both within school and the school and academy trust community, varied competitions are organised by our PE lead in correlation with Waterton Academy Trust.
- Art projects and visits
- School Council
- Educational experiences and visits
- Real-life learning outside the classroom
- Developing links with the local community
- 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 following data to assess the impact of our Single Equality Policy.

The data is recorded on our CPOMs system and the main areas we assess are:

- Admissions
- Attendance
- Exclusions
- Outcomes
- Racial incidents
- Bullying incidents
- Homophobic incidents
- Any other prejudice related incidents

Embedding Protected Characteristics into the whole ethos of Cherry Tree Academy

- Self-esteem, self-knowledge and self-confidence
- Children have specific tailored support into self-esteem and self-confidence when this is an area of need identified by our inclusion team.
- Understanding that everyone is an individual and everyone has their own 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 for representatives for school parliament
- Acceptance of responsibility for their own behaviour and teaching children to make good choices. Diversity ambassadors – familiar faces across the school and supporting others and empowering pupil voice
- Our robust behaviour policy clearly lays out our expectations and behaviour management.



- Respect for their own and other cultures.
- Themed weeks and days around school where different cultures have been celebrated.
- Every member of the community knowing that whatever they report it will be dealt with appropriately and followed up.
- Talks from the fire department and the police.
- Modelling from all adults in school that concerns will always be dealt with.
- 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 Overview of where protected characteristics are interwoven through our curriculum can be seen below.
- An appreciation that living under the rule of law protects individual citizens and is essential for their wellbeing and safety Understanding of democracy – modelling within school.
- 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.
- 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
- Modelled and taught within RE lessons. Any prejudiced incident that takes place at Cherry Tree Academy is seen as an opportunity to reflect, learn and make better choices next time.
- An understanding of the importance of identifying and combating discrimination Stereotyping.