

St John's Catholic Infant School

Protected Characteristics and the Equalities Act 2010



"Loving, Learning and Laughter together with God"

Our School Mission Statement:

St John's Catholic Infant School is a **welcoming, caring community** and an extension of the **home** and **parish**. The children experience the **Gospel message of God's loving care** through the **worship, relationships** and **teaching of the Catholic Church**.

The **curriculum** is **rich, broad and balanced** reflecting the distinctively Catholic nature of the school.

We will offer **every** child - whatever their individual characteristics – the chance to **achieve** their **full potential, feel secure** and **enjoy** growing up.

Our Christian School Values are embedded into the heart of the school:

"The fruits of the Holy Spirit are: Love, Peace, Faithfulness, Joy, Goodness, Gentleness, Patience, Self-Control and Kindness" (Galatians 5, 22-23)

"There are 9 protected characteristics under the Equality Act 2010 (*Age; Being or Becoming a Transsexual Person; Being Married or in a Civil Partnership; Being Pregnant or on Maternity Leave; Disability; Race Including Colour, Nationality, Ethnic, or National Origin; Religion, Belief or Lack of Religion/ Belief; Sex; Sexual Orientation*), and all schools should be able to demonstrate that no form of discrimination is tolerated and that pupils show respect for those who share the protected characteristics"

It is the wish and aspiration of St. John's Catholic infant School that our children grow up to be kind and respectful, who are well equipped to make positive contributions both within and outside their immediate communities. Learning to respect and understand others, including those who may have very different lives from their own, is both intrinsically important and practically necessary if they are to live and work in a context of rapidly increasing diversity.

It is important 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. No form of discrimination is tolerated and children are taught to show respect for those who share the protected characteristics and we comply with the relevant provisions of the Equality Act 2010

Our curriculum is planned and delivered so that children develop age-appropriate knowledge and understanding during their time at the school; for example, by teaching children about the different types of family groups that exist within society. Children in today's world are expected to grow up understanding and being sensitive to the fact that there is a variety of family structures. At St John's Infants, we discuss this reality with the children. We explain to our children that there are different kinds of families. They may be used to their own family set-up, while other children may live within a different structure.

We emphasise the importance of respecting other people, just as we would wish to be respected. We are all different from each other, and we need to respect others in order for the world to be a place where people can expect to go about their lives happily.

At St. John's infants, through our Jigsaw and Life to the Full curriculum we promote a better understanding of the protected characteristics in a child-centred fashion. We ensure that our children are given opportunities to develop age-appropriate knowledge and understanding through a well-planned and delivered curriculum.

For example in the unit 'Celebrating Difference', children learn about similarities and differences which includes teaching about issues such as diversity, racism, power, friendships, and conflict. Children learn to accept everyone's right to be different while learning about bullying, including cyber and homophobic bullying. Additionally, other equality and protected characteristics, such as relationships are covered by our Relationships Puzzle and through our 'life to the full' scheme of work. These encompass diverse topics, from families and friendships to love and loss. There are important connections with cyber safety and social network as well as attraction and assertiveness. The purpose is to safeguard children and young people while teaching them how to deal with conflict, their self-esteem, and strengths. It calls into focus the exploration of roles and responsibilities in families while also looks at stereotypes and how these might be perceived.

In discussing these issues we also cross-reference to our [Fundamental British Values Curriculum](#)

We also cross-reference to our School Values, which have direct relevance, and these are integrated and celebrated across the curriculum, in all our Assemblies, circle time and Prayer & Liturgy times throughout the week



We believe that children should be able to recognise themselves and their circumstances so they can see their lived experiences validated and valued. Our curriculum ensures that the child's needs are met fully and that they develop invaluable social skills that will help them once they enter adulthood.

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