



# PSHE Protected Characteristics at Stanhope Primary School

| Protected Characteristic                       | What this refers to ...  | Link to Jigsaw Scheme ...   |
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| <b>Age</b>                                     | A person belonging to a particular age (for example, 32-year-olds) or range of ages (for example, 18- to 30-year olds).  | <p><b><u>Celebrating Difference</u></b><br/> <b>Age 8-9 Piece 1:</b> Judging by Appearance<br/> <b>Age 8-9 Piece 2:</b> Understanding Influences<br/> <b>Age 10-11 Piece 2:</b> Understanding Difference<br/> <b>Ages 10-11 Piece 3:</b> Power Struggles</p>  |
| <b>Gender reassignment</b>                     | The process of transitioning from one gender to another.   | <p><b><u>Celebrating Difference</u></b><br/> <b>Age 6-7 Piece 5:</b> Gender Diversity<br/>           NB: there is no direct reference to transgender or the concept of transitioning here, but this lesson on breaking down stereotypes may be used to support any discussion about gender diversity where schools feel this may be appropriate for their school community.</p> |
| <b>Being married or in a civil partnership</b> | Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between same-sex couples. Same-sexed 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). | <p><b><u>Celebrating Difference</u></b><br/> <b>Ages 7-8 Piece 1:</b> Families<br/> <b>Age 10-11 Piece 2:</b> Understanding Difference Relationships<br/> <b>Age 5-6 Piece 1:</b> Families<br/> <b>Ages 6-7 Piece 1:</b> Families</p>   |
| <b>Being pregnant or on maternity leave</b>    | Pregnancy is the condition or being pregnant or expecting a baby. Maternity refers to the  | <p><b><u>Celebrating Difference</u></b><br/> <b>Ages 3-4/4-5 Piece 3:</b> Families<br/> <b>Ages 7-8 Piece 1:</b> Families<br/> <b>Age 10-11 Piece 2:</b> Understanding Difference</p>   |



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|  | <p>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 unfavorably because she is breastfeeding.</p> |  |
| <p><b>Disability</b></p>   | <p>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.</p>  | <p><b><u>Celebrating Difference</u></b><br/> <b>Ages 10-11 Piece 5:</b> Celebrating difference<br/> <b>Age 6-7 Piece 4:</b> Standing up for Myself and others<br/> <b>Age 8-9 Piece 1:</b> Judging by Appearances<br/> <b>Age 8-9 Piece 6:</b> Celebrating Differences: How We Look<br/> <b>Age 10-11 Piece 2:</b> Understanding Difference.</p> |
| <p><b>Race including colour, nationality, ethic or national origin</b></p> | <p>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.</p>   | <p><b><u>Celebrating Difference</u></b><br/> <b>Ages 9-10 Piece 1:</b> Different Cultures<br/> <b>Ages 9-10 Piece 2:</b> Racism<br/> <b>Age 7-8 Piece:</b> Families<br/> <b>Age 10-11 Piece 2:</b> Understanding Difference</p>  |
| <p><b>Religion, belief or lack of religion/belief</b></p>                  | <p>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.</p>         | <p><b><u>Celebrating Difference</u></b><br/> <b>Ages 9-10 Piece 1:</b> Different Cultures<br/> <b>Age 10-11 Piece 2:</b> Understanding Difference.</p>   |
| <p><b>Sex</b></p>  | <p>A man or a woman.</p>   | <p><b><u>Celebrating Difference</u></b><br/> <b>Ages 6-7 Pieces 1&amp;2:</b> Boys and Girls<br/> <b>Age 8-9 Piece 1:</b> Judging by Appearances</p>  |



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|                                  |  | <p><b>Age 10-11 Piece 2:</b> Understanding Difference Changing Me</p> <p><b>Age 7-8 Piece 5:</b> Family Stereotypes</p>   |
| <p><b>Sexual Orientation</b></p> | <p>Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.</p> | <p><b><u>Celebrating Difference</u></b></p> <p><b>Age 6-7 Piece 4:</b> Standing up for Myself and others</p> <p><b>Age 7-8 Piece 1:</b> Families</p> <p><b>Age 9-10 Piece 3:</b> Rumours and Name Calling</p> <p><b>Age 9-10 Piece 4:</b> Types of Bullying</p> <p><b>Age 10 – 11 Piece 2:</b> Understanding Difference Relationships</p> <p><b>Age 8- 9 Piece 5:</b> Girlfriends and Boyfriends Changing Me</p> <p><b>Ages 10-11 Piece 4:</b> Boyfriends and girlfriends</p> |