



Protected Characteristics

PERSONAL DEVELOPMENT

We are committed to fostering an inclusive, respectful and supportive environment for all pupils. Understanding the concept of protected characteristics is essential for ensuring everyone feels valued and safe. Below is a brief overview of the protected characteristics, as outlined by the Equality Act 2010, along with useful links for further information.

Key Ideas

DISABILITY

Protects individuals with physical or mental impairments that affect their daily lives or learning.

Example: A pupil needing special equipment or support to participate in lessons.

AGE

Protects individuals of all ages from being treated unfairly based on their age.

Example: A pupil being treated differently because of their age in class or school activities.

MARRIAGE AND CIVIL PARTNERSHIP

Protects individuals who are married or in a civil partnership.

Example: Treating pupils or staff equally regardless of their marital status.

GENDER REASSIGNMENT

Protects individuals who are undergoing or have undergone gender transition.

Example: A pupil who has transitioned and should be supported and treated with respect by peers.

PREGNANCY AND MATERNITY

Protects individuals from discrimination due to pregnancy, childbirth or maternity leave.

Example: A pupil or staff member is being treated unfairly because of pregnancy.

RACE

Protects individuals from discrimination due to their race, colour, nationality or ethnic /national origins

Example: Ensuring pupils from different cultural backgrounds are treated fairly and equally.

RELIGION OR BELIEF

Protects individuals from discrimination based on their religion or belief system.

Example: Supporting pupils in observing religious practices during school hours (e.g., prayer times)

SEXUAL ORIENTATION

Protects individuals from discrimination based on their sexual orientation (whether they are straight, gay, lesbian or bisexual).

Example: Respecting all pupils' relationships and sexual orientation.

SEX

Protects individuals from discrimination based on their sex (male or female).

Example: Ensuring equal opportunities for all pupils regardless of gender or sex.