

RSE & PSHE



*Kapow
Primary™*

**Protected
characteristics
mapping**

Introduction

Many of the personal development criteria set out by Ofsted (School inspection handbook, 2019) stress the importance of children learning how to live alongside, and show respect for, a diverse range of people:

developing responsible, respectful and active citizens who are able to play their part and become actively involved in public life as adults

developing and deepening pupils' understanding of the fundamental British values of democracy, individual liberty, the rule of law and mutual respect and tolerance

promoting an inclusive environment that meets the needs of all pupils, irrespective of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation

promoting equality of opportunity so that all pupils can thrive together, understanding that difference is a positive, not a negative, and that individual characteristics make people unique

The [Guidance: Inspecting teaching of the protected characteristics in schools](#) (Ofsted, 2021) explains that:

All primary and secondary schools, whether state-funded or independent, should be able to demonstrate that no form of discrimination is tolerated and that pupils show respect for those who share the protected characteristics. Schools will not be able to demonstrate this by pointing to a general policy of encouraging respect for all people.

Schools are not required to teach about all the protected characteristics in every year group; that is a matter for the school to decide, and how it plans its curriculum. However, the curriculum should be planned and delivered so that children develop age-appropriate knowledge and understanding during their time at the school. In secondary schools, this includes age-appropriate knowledge of the protected characteristics of sexual orientation and gender reassignment.

This mapping document shows which Kapow Primary RSE and PSHE lessons support schools in teaching pupils to show respect for those who share the protected characteristics. These issues are integrated into the curriculum, rather than addressed separately, and are taught in an age-appropriate way.

What are protected characteristics?

It is against the law to discriminate against someone because of:

Age

- A person belonging to a particular age or range of ages.

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.

Gender reassignment

- The process of transitioning from one sex to another.

Marriage and civil partnership

- Marriage is a union between a man and a woman or 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).

Pregnancy and maternity

- 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.

Race

- 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.

Religion and belief

- Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sexual orientation

- Whether a person's sexual attraction is towards their own sex, the opposite sex, or to both sexes.

Sex

- A man or a woman.

These are called protected characteristics. (Definitions from the [Equality and Human Rights Commission](#))

Protected characteristics mapping - Key stage 1

Protected characteristics	Kapow Primary units Key stage 1 - Year 1					Kapow Primary units Key stage 1 - Year 2				
	<u>Family and relationships</u>	<u>Health and wellbeing</u>	<u>Safety and the changing body</u>	<u>Citizenship</u>	<u>Economic wellbeing</u>	<u>Family and relationships</u>	<u>Health and wellbeing</u>	<u>Safety and the changing body</u>	<u>Citizenship</u>	<u>Economic wellbeing</u>
Age				L3						
Disability										
Sex	L7					L7		L4, L5		
Marriage and civil partnership	L1					L2				
Race				L4					L5	
Pregnancy and maternity										
Sexual orientation	L7							L4, L5		
Religion or belief				L4					L5	
Gender reassignment										