

RSHE/PSHE Protected Characteristics

Teaching children to respect and enjoy difference and diversity

Diversity is the one true thing we all have in common



The **Equality Act** came into force from October 2010 providing a modern, single legal framework with clear, streamlined law to more effectively tackle disadvantage and discrimination. It stated that it is against the law (UK) to discriminate against anyone because of:

- 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

These are called '**protected characteristics**', and schools have a duty of care to protect all pupils from discrimination or harassment. Jigsaw PSHE helps schools understand and promote these characteristics more fully and in a child-centred way. The Puzzle 'Celebrating Difference' focuses on similarities and differences and teaches about diversity, such as disability, racism, power, friendships, and conflict; children learn to accept everyone's right to 'difference', and most year groups explore the concept of 'normal'; bullying – what it is and what it isn't, including cyber and homophobic bullying – is an important aspect of this Puzzle.

The Relationships Puzzle also has a wide focus, looking at diverse topics such as families, friendships, pets and animals, and love and loss – all of which can help to deliver the vital messages behind the Equalities Act. A vital part of this Puzzle is about safeguarding and keeping children safe; this links to cyber safety and social networking, as well as attraction and assertiveness; children learn how to deal with conflict, their own strengths and self-esteem. They have the chance to explore roles and responsibilities in families, and look at stereotypes. All Jigsaw lessons are delivered in an age- and stage-appropriate way so that they meet children's needs and can help them understand the wider world.

We have aligned their Jigsaw PSHE lessons to the Equality Act. The grid below shows how particular Jigsaw lessons address these themes:

Jigsaw lessons address these themes:

Protected characteristics	What this refers to	Links to Jigsaw
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
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 At Tyndale we focus on accepting all people as unique individuals, not on transitioning itself.
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
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
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
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
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
Sex	A man or a woman.	Celebrating Difference Ages 6-7 Pieces 1&2: Boys and Girls
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	Changing Me Ages 10-11 Piece 4: Boyfriends and girlfriends

PSHE beyond Jigsaw

We strive to ensure that the principles of PSHE underpin all that we do in school. Our school rules and values support our positive learning culture and all staff contribute to maintaining a nurturing and safe environment for our children to come into every day.

We take every opportunity to engage in activities and events that enrich our PSHE curriculum and provide valuable learning experiences for our children.

Reading Spine

We support children's understanding and promote these characteristics more fully throughout the curriculum and below sets out our reading spine linked to PSHE. There is a focus book each half term to support the theme (from Jigsaw) linked to a protected characteristic. Due to the nature of the topic, the characteristics often link with each other through a given text. The books below encourage positive and guided discussion of the protected characteristics.

Learning Intention

PSHE link	Being Me in My World	Celebrating Difference	Dreams and Goals	Healthy Me	Relationships	Changing Me
Reception	To say what I think	To understand similarities and differences. It is ok to like different things.	How do we achieve success and celebrate this	Feeling special and safe	Belonging to a family	Changes since being a baby
Year 1	To share my beliefs and be aware that other people may have different beliefs	Celebrate the differences in everyone	Set goals and identify successes and achievements in ourselves and others	To feel confident in making my own choices using my interests, thoughts and opinions	Celebrate special relationships	Understand growing from young to old
Year 2	To be able to share a belief and know and understand that other people have different beliefs	To be able to celebrate difference and remaining friends	How to achieve realistic goals with perseverance and know learning strengths	To explain that sometimes people get bullied because they are seen to be different; this might include people who do not conform to gender stereotypes	To discuss different types of families and celebrate all	To know how we grow and change and the cycle of life
Year 3	To be able to use my voice to express opinions, thoughts and interests. Staying positive and resilient	To understand families and their differences	To understand difficult challenges and how to overcome barriers. Identify achieving success	To have respect for myself and others	To develop an awareness of how other children, have different lives	To understand loss and be able to discuss feelings linked to losing someone special
Year 4	To be able to voice my beliefs and opinions and appreciate and respect others' thoughts and opinions	To identify how special and unique everyone is	To explain what it means to be resilient and to have a positive attitude	To celebrate inner strength	To know about different relationships such as boyfriends and girlfriends	To explain some of the choices I might make in the future and some of the choices that I have no control over
Year 5	To share beliefs and know when to be assertive	To understand perceptions of normality and understanding disability	I know how I can make a difference in the world. To recognise achievements in myself and others	To identify and apply skills to keep myself emotionally healthy	To compare different types of friendship / relationships and the feelings associated with them	Coping with change. To explain the feelings I might experience if I lose somebody special.
Year 6	To promote diversity articulately and confidently	To stand up to disability discrimination	To challenge the causes of racism	To stand up to gender discrimination	To recognise my freedom	To consider how my life may change as I grow up

Picture Books

PSHE link	Being Me in My World	Celebrating Difference	Dreams and Goals	Healthy Me	Relationships	Changing Me
Reception	We Are All Welcome Alexandra Penfold 	You Be You Linda Kranz 	My World Your World Melanie Walsh 	Dolls and Trucks are for everyone Robb Pearlman and Eda  Kaban	The Family Book Todd Parr 	There's a House Inside My Mummy Giles Andreae 
Year 1	All About Families Mar Ferrero 	Just Ask! Sonia Sotomayor 	Max the Champion Alex Strick 	Choices Roozeboos 	Princess Smartypants Babette Cole 	My Grandpa is Amazing Nick Butterworth 
Year 2	Welcome to Our World Moira Butterfield 	The Lost Homework Richard O'Neill 	Riley Can Be Anything Davina Hamilton 	Julien is a Mermaid Jessica Love 	Mamma and Mummy and Me in the Middle Nina Lacour 	The Heart and the Bottle Oliver Jeffers 
Year 3	All About Diversity Usborne 	We Are All Different Tracey Turner and Asa Gilland 	The Proudest Blue Ibtihaj Muhammad 	Dogs don't do Ballet Anna Kemp 	King and King Linda de Haan and Stern Nijland 	Badger's Parting Gift Susan Varley 
Year 4	My Beautiful Voice Joseph Coelho and Allison Colpoys 	Just Like Me Louise Gooding and Mellissa Iwai 	What We'll Build Oliver Jeffers 	Women Who Changed the World Julia Adams and Louise Wright 	Tango Makes Three Justin Richardson and tango makes three 	The Invisible String Patrice Karst 

Year 5	In You I See Rachel Emily 	The Little Person Inside Talon Skeels - Piggins 	Hope on the Horizon Onjali Q Rauf 	Idia of the Benin Kingdom Ekiuwa Aire 	Phoenix Goes to School Michelle and Phoenix Finch 	Love You Forever Richard Munsch 
Year 6	Little People, Big Dreams Treasury Maria Isabel 	The Boy Who Made Everyone Laugh Helen Rutter 	The Island Armin Greder 	Little People, Big Dreams Treasury Maria Isabel 	My Princess Boy Cherry Kilodavis 	Dreams of Freedom Amnesty International 

Embedding Protected Characteristics into Tyndale

- * Assemblies
- * Theme days
- * Behaviour Policy
- * Vision and Values
- * Wider curriculum
- * Clubs
- * British Values
- * Reading a range of authors and genres
- * Curriculum subjects
- * School council, Eco Council
- * Charity work
- * Links with the local community
- * Trips and educational visits