



St Mary Magdalen's CPS

Protected Characteristics Policy

Written in March 2024. To be reviewed March 2025.

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1. Statement of Intent

This policy sets out the framework in which St Mary Magdalen's School will ensure that it actively promotes the Equality Act. These values are officially taught through weekly Picture News lessons, RE and PSHE curriculum and are further nurtured through the school's ethos and promotion of spiritual, moral, social and cultural (SMSC) understanding. We work to ensure that our children understand that:

*There are no outsiders at St Mary Magdalen
Everyone is different
We celebrate our differences
Nobody is treated unfairly because of these differences
There are no outsiders here!*

2. Legal Framework

The Equality Act became law in 2010. It protects everyone in Britain from discrimination, harassment and victimization through the nine Protected Characteristics. At St Mary Magdalen's, we actively promote these Protected Characteristics in our curriculum and work to embed them into our ethos.

3. Roles and Responsibilities

- The head teacher will ensure that all teachers and staff are aware of the requirement to uphold the Protected Characteristics through the methods outlined in this policy, and will ensure that the appropriate procedures are in place to carry out these methods.
- Teachers and support staff will ensure that their lessons are inclusive of, and sensitive to, the fundamental Protected Characteristics.
- Pupils are expected to treat each other and staff with respect, in line with the school's Behavioural Policy.

4. The Nine Protected Characteristics

Age
Disability
Gender reassignment
Race
Religion or belief
Marriage or civil partnership
Sex / Gender
Sexual orientation
Pregnancy and maternity

5. Promoting The Protected Characteristics

At St. Mary Magdalen we actively promote these characteristics through:

- Our school vision, mission statement and our SDP.
- Our school core values of responsibility, curiosity, aspiration, respect, honesty and kindness
- Our school behaviour policy
- Weekly picture news, that links topical news stories to relevant protected characteristics.
- Discrete teaching of Protected Characteristics through Picture News focussed sessions
- Y5 and Y6 Protected Characteristics ambassadors, trained via Picture News.
- Conscious role modelling by all adults in the school community
- Active engagement and communication with parents and carers
- Weekly assembly. This is planned using the book 'No Outsiders In Our School: Teaching the Equality Act in Primary Schools'. This is recommended by the Archdiocese of Liverpool, which we are affiliated to.
- The promotion of British values in school life (see British values policy)
- Developing a love of reading through a range of authors and genres
- Discussion within curriculum subjects, taking a cross-curricular approach
- RSE lessons, as well as taking the opportunity to model respect and positivity in all lessons.
- Promoting articulation by building appropriate language and a coherent vocabulary
- During their time at St. Mary Magdalen, children receive Religious Education (RE) lessons that cover all the major world religions. These are taught with the understanding that we celebrate and respect all religions and their principles.
- Inclusive sporting competitions, both inside and outside of school.
- Art projects and visits
- School Council
- Educational experiences and visits
- Guest speakers
- Developing links with the local community
- Extra-curricular activities and after-school clubs
- Safer recruitment, retention and staff development