



Promoting Protected Characteristics at Parkside

We work to ensure that our children understand that:

We all work as a **team** at Parkside, no one is an outsider

Everyone is different but we all strive to show **resilience** in all that we do

We celebrate our differences and **respect** each other

We are all equal in our differences, we are **honest** about who we are

We show **kindness** to those in our school and wider community

The Equality Act 2010 brought together over 116 separate pieces of legislation into one single Act. The Act provides a legal framework to protect the rights of individuals and advance equality of opportunity for all.

It provides Britain with a discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

Under the Equality Act, there are nine Protected Characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Race
5. Pregnancy and maternity
6. Religion or belief
7. Marriage or civil partnership
8. Sex (Gender)
9. Sexual orientation

Under the Equality Act you are protected from discrimination:

- When you are in the workplace
- When you use public services like healthcare (for example, visiting your doctor or local hospital) or education (for example, at your school or college)
- When you use businesses and other organisations that provide services and goods (like shops, restaurants, and cinemas)
- When you use transport
- When you join a club or association (for example, your local rugby club)
- When you have contact with public bodies like your local council or government departments

At Parkside, we actively promote these in our curriculum and work to embed them into our ethos.



How do we Promote the Protected Characteristics?

The nine protected characteristics are actively promoted at Parkside through:

→ Our school vision, ethos, and SIP

Spark imagination – be inspired

Push the horizon – be aspirational

Seek to know about our world – be knowledgeable

Live an extraordinary life – reach potential

Nurture character – be individual

Build foundations for the future – be the future

→ Our school values

RESPECT, KINDESS, HONESTY, RESILIENCE AND TEAMWORK

→ The school behaviour policy

→ Assemblies

SLT assemblies focus on one of our school values

→ Talk for Tuesday/Talk for Thursday Form times

→ The promotion of British values in school life these are also embedded in our school values and through our curriculum explicitly

→ Themes of the week that link to the PSHE curriculum, current events, and key moments in history

These include quotes from a variety of people and each theme links to one of our school values. Specific week for the protected characteristics.

→ Promoting a love of reading through a diverse range of authors, genres and historical contexts

→ Promotion of 'oracy' across the curriculum, promoting appropriate language and vocabulary choices

→ Throughout our whole curriculum, but specifically:

PSHE and RSE

Children explore PSHE topics in a safe environment allowing them to feel comfortable and well informed around some sensitive topics. Our curriculum develops learning and results in the acquisition of knowledge and skills which will enable children to access the wider curriculum and prepare them to be a global citizen now and in the future.

PSHE at Parkside is accessible to all and is designed to maximise the outcomes for every child so that not only do they learn more but remember more. They are equipped with the knowledge and tools they need to navigate them through life; ways in which to build and maintain healthy relationships, to ensure good physical and mental health, to confidently and successfully 'say no' in difficult situations. We aim to provide them with knowledge and skills so that they can best navigate puberty, to tackle prejudice and discrimination, to acknowledge and respect others of the same or different beliefs, to keep themselves safe in a host of situations both on and offline. PSHE is enjoyed by pupils

Religious Education

The curriculum for RE at Parkside aims to ensure that all pupils:

- 1. Make sense of a range of religious and non-religious beliefs, so that they can:*
- 2. Understand the impact and significance of religious and non-religious beliefs, so that they can:*
- 3. Make connections between religious and non-religious beliefs, concepts, practices, and ideas studied, so that they can:*

Enrichment trips and visits to local places of worship – we aim to provide our pupils with the opportunity to visit a range of places of worship across a range of religions, to broaden their understanding and horizons.

Religious Traditions Studied

KS2- Christians, Muslims, Hindus, and consideration of non-religious world-views

KS3 – Christians, Muslims, Sikhs, Buddhists and consideration of non-religious world-views

It is every pupil's entitlement to have access to the key concept underpinning religions and beliefs, whether they are of that tradition, or not. The business of religious education is an exploration of the influence of religions and beliefs on individuals, culture, behaviours and national life.

- Sporting competitions
 - Visits to other schools and areas lead by our Heads of PE**
- Links with other schools in the local area
 - Part of the BMSLP, Bromsgrove Middle School Learning Partnership**
- Integration of pupils in our Mainstream Autism Base
- Art projects
- Displays around the school
 - Specific displays around British Values, our school values, prejudice and discrimination, key women in ICT,**
- Pupil voice and leadership opportunities
 - Head Pupils, Literacy Leaders, House Captains, Sports Leaders, Wellbeing Champions, School Council**
- Educational experiences and visits
- Guest speakers
- Inspiration Days
- Developing links with the local community
- Extra-curricular activities, after school clubs, charity work
 - 'Empowerment Group' Run by THE HUB – 8 week course for selected pupils who identify within the LGBTQ+ community. Extra-curricular clubs open to all.**
- Safer recruitment, retention, and staff development
- Regular training and CPD for staff
 - Planned CPD schedule includes regular LGBTQ+ and RSE training for all staff, Oracy, SMSC, Cultural Capital, THRIVE approach etc.**
- We also collect data on attendance, exclusions, outcomes, racial incidents, bullying incidents, homophobic or transphobic incidents and any other prejudice related incidents.