

The Team at Newport Community School Primary Academy are committed to ensuring equality of education and opportunity for all within the school community. This is irrespective of race, gender, disability, faith or religion or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

At NCSPA, we pride ourselves on having a well-considered approach to the teaching of the protected characteristics, in order to:

- eliminate discrimination, harassment, victimisation
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it

The plan below shows how this philosophy is an integral part of school life and is embedded into PSHE and Global Learning in our curriculum. In addition to this planned approach, we react and respond to any incident as it arises within school, the community or in the news.

Protected Characteristic	Location in Jigsaw PSHE
Age	Celebrating Difference Age 8-9 Piece 1: Judging by Appearance Age 8-9 Piece 2: Understanding Influences Age 10-11 Piece 2: Understanding Difference Ages 10-11 Piece 3: Power Struggles
Gender reassignment	Celebrating Difference Age 6-7 Piece 5: Gender Diversity <i>NB: there is no direct reference to transgender or the concept of transitioning in this lesson.</i> Ages 10-11 Piece 2: Understanding difference <i>NB. In Jigsaw the focus is on accepting all people as unique individuals, not on transitioning itself.</i>
Being married or in a civil partnership	Celebrating Difference Ages 7-8 Piece 1: Families Age 10-11 Piece 2: Understanding Difference Relationships Age 5-6 Piece 1: Families Ages 6-7 Piece 1: Families
Being pregnant or on maternity leave	Celebrating Difference Ages 3-4/4-5 Piece 3: Families Ages 7-8 Piece 1: Families Age 10-11 Piece 2: Understanding Difference
Disability	Celebrating Difference Ages 10-11 Piece 5: Celebrating difference Age 6-7 Piece 4: Standing up for Myself and others Age 8-9 Piece 1: Judging by Appearances Age 8-9 Piece 6: Celebrating Differences: How We Look

	Age 10-11 Piece 2: Understanding Difference
Race including colour, nationality, ethnic or national origin	Celebrating Difference Ages 9-10 Piece 1: Different Cultures Ages 9-10 Piece 2: Racism Age 7-8 Piece : Families Age 10-11 Piece 2: Understanding Difference
Religion, belief or lack of religion/belief	Celebrating Difference Ages 9-10 Piece 1: Different Cultures Age 10-11 Piece 2: Understanding Difference
Sex	Celebrating Difference Ages 6-7 Pieces 1&2: Boys and Girls Age 8-9 Piece 1: Judging by Appearances Age 10-11 Piece 2: Understanding Difference Changing Me Age 7-8 Piece 5: Family Stereotypes
Sexual orientation	Celebrating Difference Age 6-7 Piece 4: Standing up for Myself and others Age 7-8 Piece 1: Families Age 9-10 Piece 3: Rumours and Name Calling Age 9-10 Piece 4: Types of Bullying Age 10 – 11 Piece 2: Understanding Difference Relationships Age 8- 9 Piece 5: Girlfriends and Boyfriends Changing Me Ages 10-11 Piece 4: Boyfriends and girlfriends

Year Group	Global Learning Progression Statement
Nursery	Know that everyone is important.
Reception	Identify the uniqueness and value of others.
Year 1	Know that the law protects people who are different than others.
Year 2	Know that UK law protects people who are different than others.
Year 3	Know that the Equality Act 2010 protects people who have protected characteristics.
Year 4	Know what the Equality Act 2010 is and describe what some of the protected characteristics are.
Year 5	Know that there are nine protected characteristics in the Equality Act 2010 and describe what some of them are.
Year 6	Know about the nine protected characteristics in the Equality Act 2010 and explain why the Act exists.

