



# Protected Characteristics

*The Equality Act (2010)*

# Equality Act of 2010 protected characteristics and discrimination.

- The Equality Act of 2010 is an Act of Parliament with the purpose of **consolidating and updating prior Acts and Regulations, which formed the basis of anti-discrimination law in the UK**. It brought together a whole host of laws and called it the equality act. The point of it was to modernise previous versions of different laws and to encompass them under the umbrella of the equality act to ensure all people are treated equally.
- The Act protects people against discrimination, harassment or victimisation in all areas of life based on nine protected characteristics, these are: **age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation**.
- Protected characteristics are **aspects of a person's identity that makes them who they are**. It's important you make sure you aren't treated less favourably because of your characteristics.

# Disability

- We have many students with a range of disabilities and there is always support in place for these students to be able to access the same or appropriate curriculum as the rest of the school community.
- Under the Equality Act, it is possible to treat a disabled person more favourably than a non-disabled person. For example, school can give a disabled student extra time to sit an exam.



# Sex

- You cannot be discriminated against because of the sex that you identify as, even if this is different to the sex that you were assigned at birth.



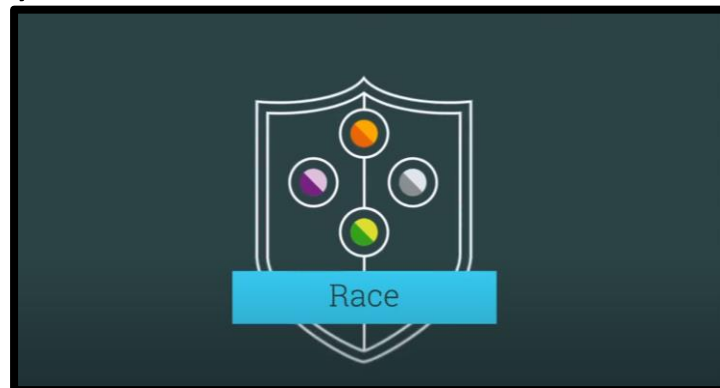
# Gender Reassignment

- A decision to undertake gender reassignment is made when an individual feels that their gender at birth does not match their gender identity.
- Gender reassignment refers to individuals who either:
  - *Have undergone, intend to undergo or are currently undergoing gender reassignment (which are medical and surgical treatment to alter the body),*
  - *Those who do not intend to undergo medical treatment but wish to live permanently in a different gender from their gender at birth.*
- No matter the stage of gender reassignment , it is a protected characteristic and to discriminate against that person is illegal.



# Race

- Race is a protected characteristic that refers to an individual's race, colour, nationality and ethnic or national origins.
  - Colour includes, for example, being black or white.
  - Nationality includes, for example, being British, Nigerian or Pakistani citizen.
  - Ethnic or national origins include, for example, being from a Roma background or of Chinese heritage.
- A racial group could be 'Black British' which would include people who are both black and British citizens.
- It is illegal to discriminate, harass or victimise a someone because of their race, whether perceived, actual or associated.



# Religion or belief

- Religion and belief is a protected characteristic that refers to: religion, denomination of a religion, and religious or philosophical beliefs. Protection also applies to those who do not have a religion or belief.



# Sexual Orientation

- Sexual orientation is a protected characteristic relating to a person's sexual orientation towards people of: the same sex as them, the opposite sex to them or both sexes.
- The law prohibits discrimination that is direct or indirect and whether it is based on a person's actual or perceived sexual orientation.
  - *For example, protection is provided if someone uses homophobic language (for example, comments, words or actions or gestures that refer negatively to gay, lesbian or bisexual people) to a person who is presumed to be gay but is in fact heterosexual.*





**Employment**

Age

- In relation to employment, and in fact does not apply to students in schools.



**Employment**

# Marriage and civil partnership

- **Marriage and civil partnership are protected characteristics under the Equality Act.** You're protected against unlawful discrimination if you're: legally married, or in a civil partnership.



Marriage and civil partnership

**Employment**

# Pregnancy and maternity

- You must not be discriminated against during the protected period because: **of your pregnancy, or because of illness suffered by you as a result of your pregnancy.** you are a woman on compulsory maternity leave.



# The Equality Act

The best thing about the equality act is that everyone in the UK is protected by it.

We are a diverse school, inclusive of all characteristics, we celebrate these characteristics; we are equal. We are all responsible for making sure any discrimination is **recognised, reported and challenged**.

There may be times in your life where you face direct or indirect discrimination, there are many obstacles you may have to overcome because of your 'protected characteristics', and it is important that you know if are being discriminated against because of a protected characteristic. We want you to be able to recognise if this happens to you, we want to raise awareness to prevent discrimination happening and know that it is never tolerated at Sacred Heart.

# Safeguarding you at Sacred Heart

- Report to HOY and DHOY
- CC: SLS/LCE
- Write up the details of exactly what you have seen or heard in an email.

The screenshot shows an email composition interface. At the top, the 'To' field is populated with 'Head of Year, Deputy Head of Year, Head of upper/lower school'. The 'Cc' field contains two entries: 'Miss Lewis (SHHS)' and 'Mr Clarke (SHHS)'. Below these fields is a section titled 'Incident' with a list of labels: 'Date:', 'Time:', 'Location:', 'Who was there:', and 'What happened:'. At the bottom, there is a rich text editor toolbar with options for font face (Calibri), size (12), bold, italic, underline, text color, background color, link, unlink, bulleted list, numbered list, indent, and outdent. Below the toolbar are buttons for 'Send', 'Discard', and a set of icons for attachments, images, emojis, and other actions.

# Who to go to- Safeguarding

- Miss Baldwin/ Mr Arnold (Y7)
- Miss Hall/ Miss Peplow (Y8)
- Mrs Small/ Ms Bloomfield (Y9)
- Miss Evans/ Mrs Bennett (Y10)
- Miss Lewis/ Mrs Wood/ Miss Rowell (Y11)
- Miss Baldwin- Head of Lower School
- Miss Evans- Head of Upper School
- Form tutor
- A teacher you trust
- Caroline- School counsellor
- Miss Lewis
- Mr Clarke

# What do we do?

- All allegations recorded on the pastoral system.
- Any issues involving protected characteristics are logged and dealt with (sanctioned) very seriously.
- These issues are always taken seriously and managed sensitively.
- You won't likely see us dealing with them, they are confidential and dealt with 'behind the scenes'.



*One of the foremost qualities in nature that defines our planet.*

*Without it, all flowers would smell the same, every creature would look the same, and all people would be the same.*

*Life would not only be incredibly boring, but virtually impossible without the multitude of diverse beings populating our world.*

*The endless variety of colours, thoughts, beliefs, perceptions, styles, desires, hopes, and dreams just within humanity alone is astounding.*





# NO OUT SIDERS

**EVERYONE IS WELCOME IN OUR SCHOOL.**  
*No one is the same, but everyone is equal.*

DIVERSITY IS THE ONE THING WE ALL HAVE IN COMMON. CELEBRATE EVERY DAY.

