

The Protected Characteristics at Larkfields Infant School

The protected characteristics define the nine categories of people most vulnerable to discrimination. The Equality Act (2010) protects these groups from discrimination. Whilst we actively uphold the law in all areas of our organisation (including recruitment and admissions) and introduce the concepts in an age-appropriate way, the values that underpin the law are entrenched in our ethos and practise.

It is against the law to discriminate against anyone because of:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

At Larkfields infant school we lay the foundations for children to learn about the protected characteristics as they progress into key stage 2 and beyond.

Inclusion

Our Larkfields ABC means that belonging is a key driver for our school ethos. We develop the idea that we all belong to the Larkfields family through our inclusive practice.

The STAR

The Larkfields STAR emphasises respect and our children are taught explicitly that difference is positive and that we respect others regardless of our differences.

Assemblies

The concepts of diversity and respect are taught in assemblies along with the British Values which also focus on fairness and tolerance.

Curriculum

Our curriculum supports the foundations for understanding the protected characteristics. In PSHE our children learn about different families, abilities, age and illness related needs. In RE our children learn about the main world religions and how belief is reflected in culture. We also explore the religions and beliefs that are represented within our school and community. We have an experienced staff who are able to sensitively challenge stereotyped thinking when encountered, most commonly around gender.

Resources

Children encounter diversity through the representations in our resources and books which we are actively curating to be reflective of a modern, diverse Britain. We want all our children to see their identity represented and valued in school.