

## What are protected characteristics?

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

### Age

- A person belonging to a particular age or range of ages.

### Disability

- A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

### Gender reassignment

- The process of transitioning from one sex to another.

### Marriage and civil partnership

- Marriage is a union between a man and a woman or between a same-sex couple.
- Same sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

### Pregnancy and maternity

- Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

### Race

- Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

### Religion and belief

- Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

### Sexual orientation

- Whether a person's sexual attraction is towards their own sex, the opposite sex, or to both sexes.

### Sex

- A man or a woman.

[illegible]

Protected characteristics	Key stage 1 - Year 3					Key stage 1 - Year 4				
	<u>Family and relation-ships</u>	<u>Health and wellbeing</u>	<u>Safety and the changing body</u>	<u>Citizenship</u>	<u>Economic wellbeing</u>	<u>Family and relation-ships</u>	<u>Health and wellbeing</u>	<u>Safety and the changing body</u>	<u>Citizenship</u>	<u>Economic wellbeing</u>
Age	L8								L5	
Disability	L6					L6			L5	L4
Sex	L7				L6	L5				
Marriage and civil partnership										
Race	L6								L5	
Pregnancy and maternity										
Sexual orientation				L6						
Religion or belief	L6					L7			L5	
Gender reassignment										

Protected characteristics	Key stage 1 - Year 5					Key stage 1 - Year 6					
	<u>Family and relationships</u>	<u>Health and wellbeing</u>	<u>Safety and the changing body</u>	<u>Citizenship</u>	<u>Economic wellbeing</u>	<u>Family and relationships</u>	<u>Health and wellbeing</u>	<u>Safety and the changing body</u>	<u>Citizenship</u>	<u>Economic wellbeing</u>	<u>Identity</u>
Age											
Disability					L5	L4					
Sex	L7				L5	L3, L4		L4			L1, L2
Marriage and civil partnership	L3										
Race	L7				L5	L4					L1, L2
Pregnancy and maternity								L5, L6			
Sexual orientation								L4			L1, L2
Religion or belief	L7				L5	L4					L1, L2
Gender reassignment						L3, L4		L4			L1, L2