

At Holbeach Bank Academy we use Jigsaw to deliver the PSHE and RSE curriculum. Outlined below are references to the Protected Characteristics and when these are taught through the different units across the academy. There are further opportunities to embed understanding of these through other areas of the curriculum such as science and assemblies.

| Protected characteristics                      | What this refers to   | Links to Jigsaw 3-11  |
|--|---|---|
| <b>Age</b>                                     | Where this is referred to, it refers to a person belonging to a particular age (for example, 32-year-olds) or range of ages (for example, 18- to 30-year-olds).   | <b>Celebrating Difference</b><br>Age 8-9 Piece 1: Judging by Appearance<br>Age 8-9 Piece 2: Understanding Influences<br>Age 10-11 Piece 2: Understanding Difference<br>Ages 10-11 Piece 3: Power Struggles  |
| <b>Gender reassignment</b>                     | The process of transitioning from one gender to another.  | <b>Celebrating Difference</b><br>Age 6-7 Piece 5: Gender Diversity<br>NB: there is no direct reference to transgender or the concept of transitioning in this lesson.<br>Ages 10-11 Piece 2: Understanding difference<br>NB. In Jigsaw the focus is on accepting all people as unique individuals, not on transitioning itself. |
| <b>Being married or in a civil partnership</b> | Marriage is no longer restricted to a union between a man and a woman but now includes a marriage 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). | <b>Celebrating Difference</b><br>Ages 7-8 Piece 1: Families<br>Age 10-11 Piece 2: Understanding Difference<br><br><b>Relationships</b><br>Age 5-6 Piece 1: Families<br>Ages 6-7 Piece 1: Families   |

|  |  |  |
|--|--|--|
| <b>Being pregnant or on maternity leave</b>                          | 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. | <b>Celebrating Difference</b><br>Ages 3-4/4-5 Piece 3: Families<br><br>Ages 7-8 Piece 1: Families<br><br>Age 10-11 Piece 2: Understanding Difference   |
| <b>Disability</b>  | 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.  | <b>Celebrating Difference</b><br>Ages 10-11 Piece 5: Celebrating difference<br>Age 6-7 Piece 4: Standing up for Myself and others<br>Age 8-9 Piece 1: Judging by Appearances<br>Age 8-9 Piece 6: Celebrating Differences: How We Look<br>Age 10-11 Piece 2: Understanding Difference   |
| <b>Race including colour, nationality, ethnic or national origin</b> | 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.  | <b>Celebrating Difference</b><br>Ages 9-10 Piece 1: Different Cultures<br>Ages 9-10 Piece 2: Racism<br>Age 7-8 Piece : Families<br>Age 10-11 Piece 2: Understanding Difference   |
| <b>Religion, belief or lack of religion/belief</b>                   | Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.  | <b>Celebrating Difference</b><br>Ages 9-10 Piece 1: Different Cultures<br>Age 10-11 Piece 2: Understanding Difference  |
| <b>Sex</b>   | A man or a woman.  | <b>Celebrating Difference</b><br>Ages 6-7<br>Pieces 1&2: Boys and Girls<br>Age 8-9 Piece 1: Judging by Appearances<br>Age 10-11 Piece 2: Understanding Difference<br><br><b>Changing Me</b><br>Age 7-8 Piece 5: Family Stereotypes   |
| <b>Sexual orientation</b>  | Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.  | <b>Celebrating Difference</b><br>Age 6-7 Piece 4: Standing up for Myself and others<br>Age 7-8 Piece 1: Families<br>Age 9-10 Piece 3: Rumours and Name Calling<br>Age 9-10 Piece 4: Types of Bullying<br>Age 10 – 11 Piece 2: Understanding Difference<br><br><b>Relationships</b><br>Age 8- 9 Piece 5: Girlfriends and Boyfriends<br><br><b>Changing Me</b><br>Ages 10-11 Piece 4: Boyfriends and girlfriends |