



PROMOTING THE NINE PROTECTED CHARACTERISTICS

Under the Equality Act, there are nine Protected Characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Race
5. Religion or belief
6. Marriage or civil partnership
7. Sex
8. Sexual orientation
9. Pregnancy and maternity

The 9 Protected Characteristics, and the acceptance of them, are actively promoted in nursery through:

- Our nursery's ethos statements and School Development Plan
- Our nursery's core values
- Conscious role modelling by all adults in the school community
- Active engagement and communication with parents and carers
- Assemblies
- Embedment in our curriculum
- Pupil Voice
- Guest speakers

Embedding Protected Characteristics into the whole nursery ethos promotes:

- Self-esteem, self-knowledge and self-confidence
- Respect for democracy and support for participation in the democratic process

- Acceptance of responsibility for their own behaviour
- Respect for their own and other cultures
- Understanding of how they can contribute positively to nursery and home life and to the lives of those living and working in the locality and further afield
- An appreciation that living under the rule of law protects individual citizens and is essential for their wellbeing and safety
- An understanding of the freedom to choose and hold other faiths and beliefs
- An acceptance that other people having different faiths or beliefs to oneself (or having none) should be accepted and tolerated, and should not be the cause of prejudicial or discriminatory behaviour
- An understanding of the importance of identifying and combating discrimination