



Town End Junior School Protected Characteristics



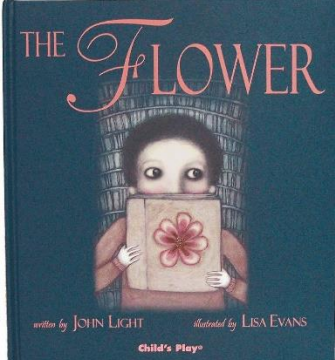
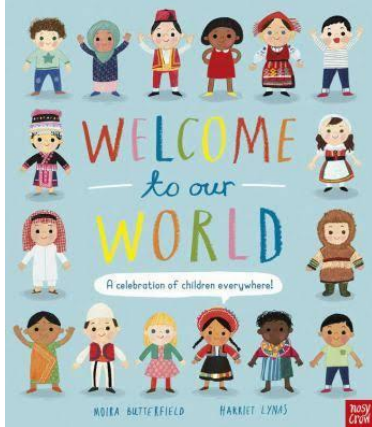


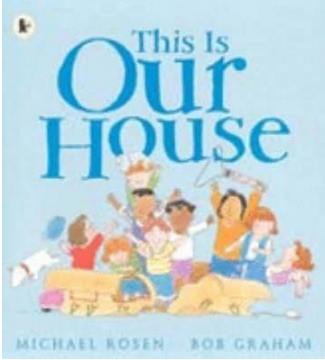
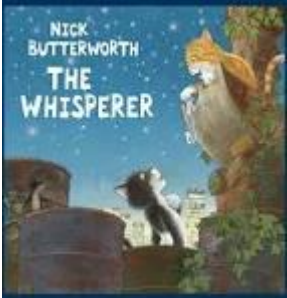
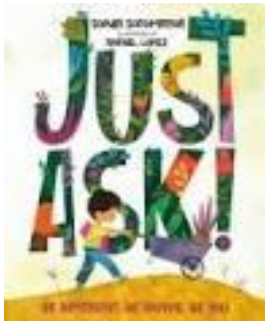
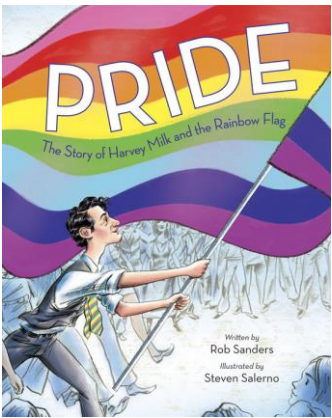
No matter what type of school they attend, it is important that all children gain an understanding of the world they are growing up in, and learn how to live alongside, and show respect for, a diverse range of people.

The DfE's [statutory guidance](#) outlines what schools must teach at certain points in the curriculum. It states that schools are not required to teach about all the protected characteristics in every year group; that is a matter for the school to decide, and how it plans its curriculum. However, the curriculum should be planned and delivered so that children develop age-appropriate knowledge and understanding during their time at the school. In secondary schools, this includes age-appropriate knowledge of the protected characteristics of sexual orientation and gender reassignment.

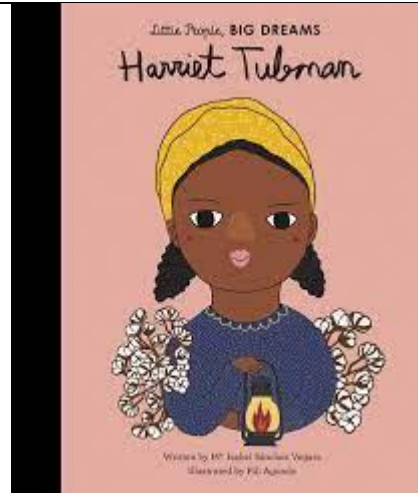
At Town End, we teach our pupils about the protected characteristics through a range of ways: through our core curriculum offer, as well as through story books to provide children with the opportunities to understand a broad range of people, their faiths, beliefs and lifestyle.

Children will have the opportunity to discuss the stories below in an age-appropriate way, ensuring that they begin to develop an understanding of the protected characteristics, which will be built on during their time at secondary school.

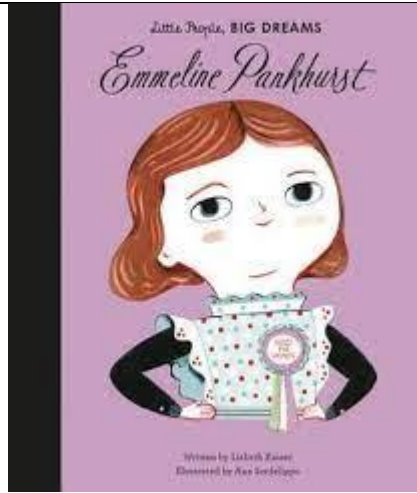
Protected Characteristics Stories:

| Year Group | Autumn Term 1 | Autumn Term 2 | Spring Term 1 | Spring Term 2 | Summer Term 1 | Summer Term 2 |
|---------------------|---|--|--|--|--|--|
| Year 3/4 Cycle A |  The Flower – John Light <i>(Disability; Race and Ethnicity)</i> |  Welcome to Our World – Noira Butterfield <i>(Diversity; Race and Ethnicity)</i> |  Dogs Don't Do Ballet – Anna Kemp <i>(Gender)</i> |  The Way Back Home – Oliver Jeffers <i>(Race and Ethnicity)</i> |  This is Our House – Michael Rosen <i>(Race and Ethnicity; Religion and Belief)</i> |  The Whisperer – Nick Butterworth <i>(Race and Ethnicity)</i> |
| |  Just Ask! – Dan Snierson <i>(Disability)</i> | | | | |  Pride – Rob Sanders <i>(Sexual Orientation)</i> |

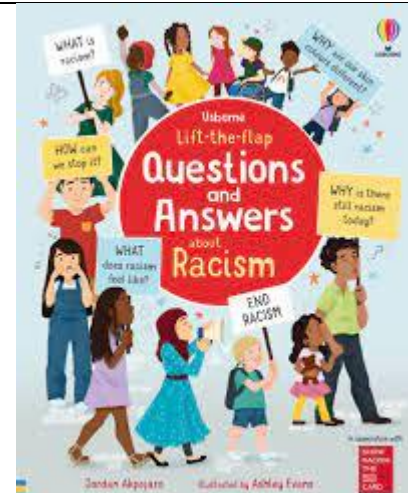
Just Ask! – Sonia Sotomayer
(Disability)



Harriet Tubman – Maria Isabel Sanchez Vegara
(Race and Ethnicity)



Emmeline Pankhurst – Lisabeth Kaiser
(Gender)



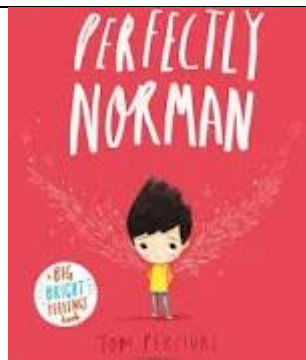
Questions and Answers about Racism – Jordan Akpojaro



My Shadow is Pink – Scott Stuart
(Gender; Gender Reassignment)

Pride: The story of Harvey Milk and the Rainbow Flag – Rob Sanders
(Sex and Sexual Orientation)

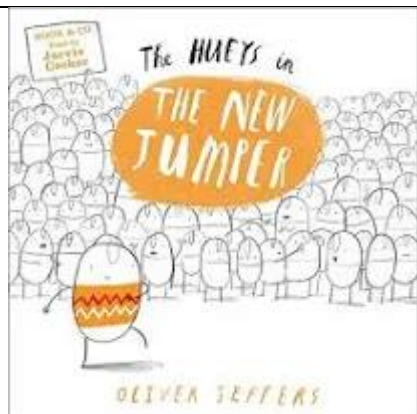
Year 3/4
Cycle B



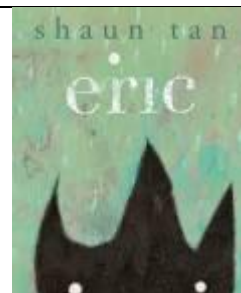
Perfectly Normal – Tom Percival
(Disability)



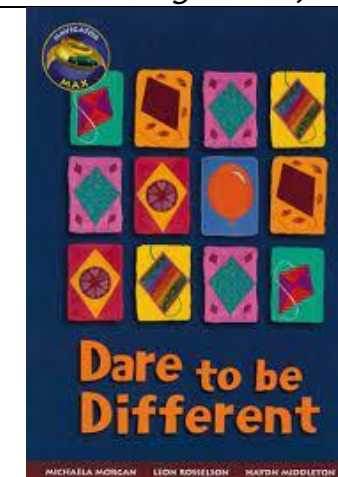
After the Fall: How Humpty Dumpty Got Back Up Again – Dan Santat
(Disability)



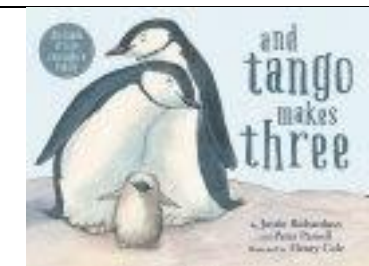
The New Jumper – Oliver Jeffers
(Race and Ethnicity)



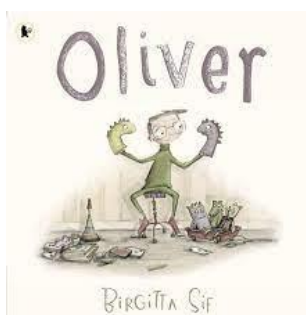
Eric – Shaun Tan
(Race and Ethnicity; Religion and Belief)



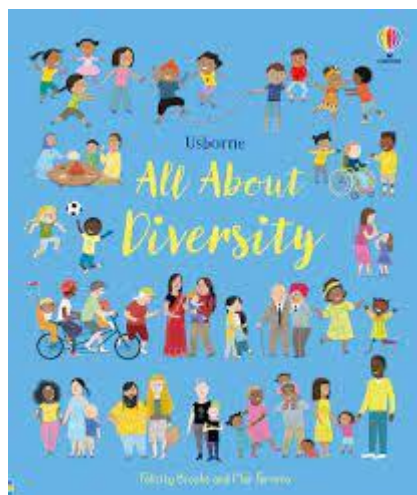
Dare to be Different – Michaela Morgan
(Race and Ethnicity; Religion and Belief; Gender)



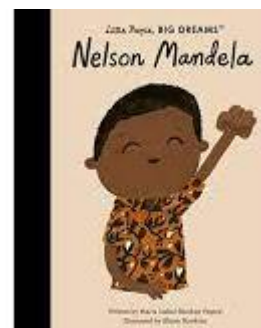
And Tango Makes Three – Justin Richardson
(Sexual Orientation; Marriage)



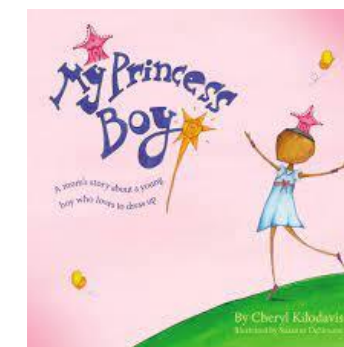
Oliver – Birgitta Sif
(Disability)



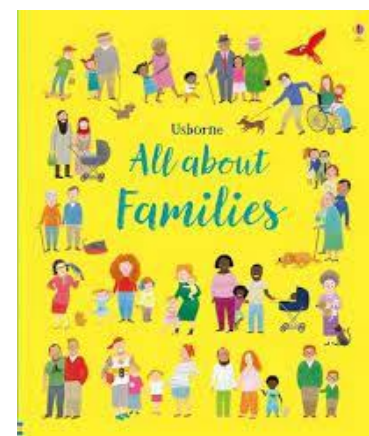
All about Diversity – Felicity Brooks
(Race; Religion and Belief)



Nelson Mandela – Maria Isabel Sanchez Vegara
(Race and Ethnicity)

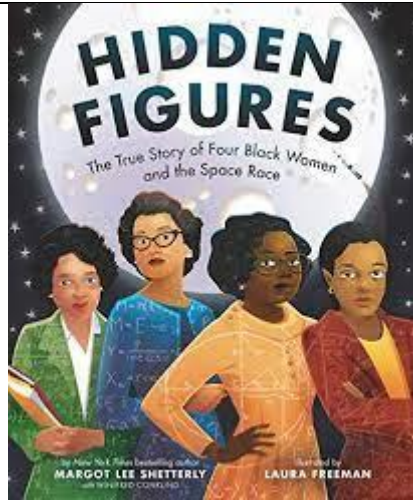


My Princess Boy – Cheryl Kilodavis
(Gender; Gender Reassignment)

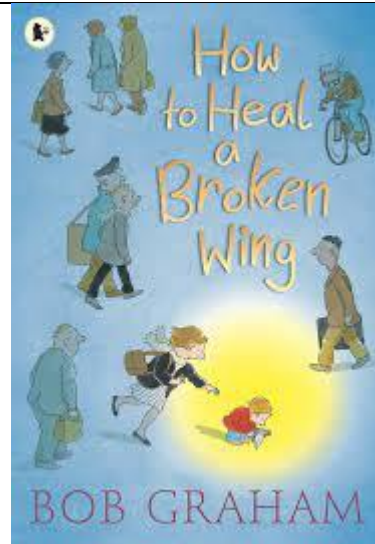


All about Families – Felicity Brooks and Mar Ferrero
(Marriage; Gender; Ethnicity and Race; Sexual Orientation)

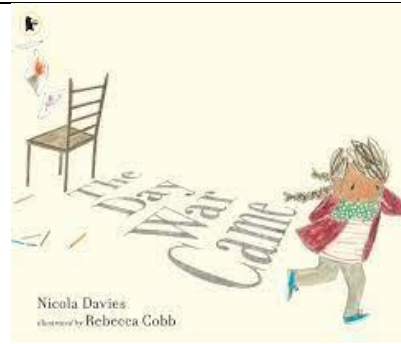
Year 5/6
Cycle A



Hidden Figures: The True Story of Four Black Women and the Space Race – Margot Lee Shetterly
(Gender)



How to Heal a Broken Wing – Bob Graham
(Disability)



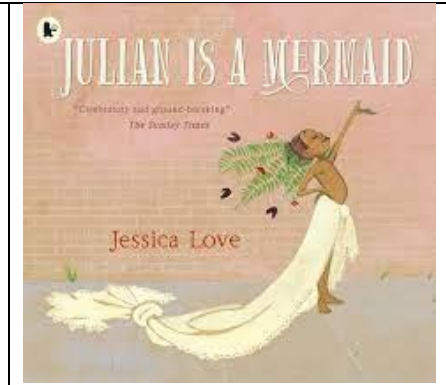
The Day the War Came – Nicola Davies
(Race and Ethnicity)



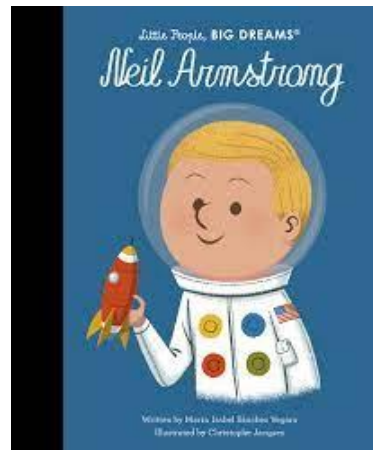
Anne Frank – Maria Isabel Sanchez Vegara
(Religion and Belief; Gender)



Stand Up, Stand Out: 25 Rebel Heroes – Kay Woodward
(Gender; Ethnicity and Race; Religion and Belief; Sexual Orientation; Age)



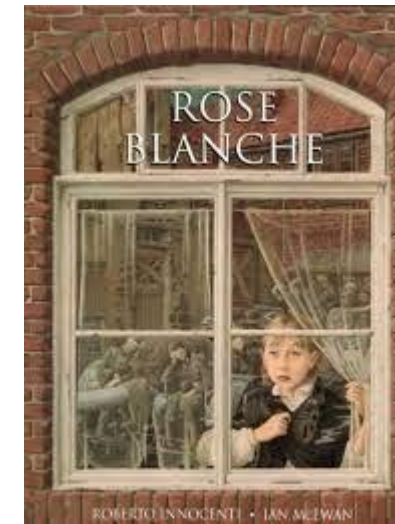
Julian Is a Mermaid – Jessica Love
(Gender; Sexual Orientation; Gender Reassignment)



Neil Armstrong – Maria Isabel Sanchez Vegara
(Gender)

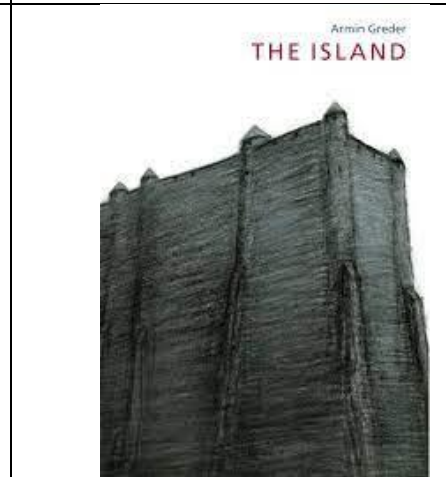
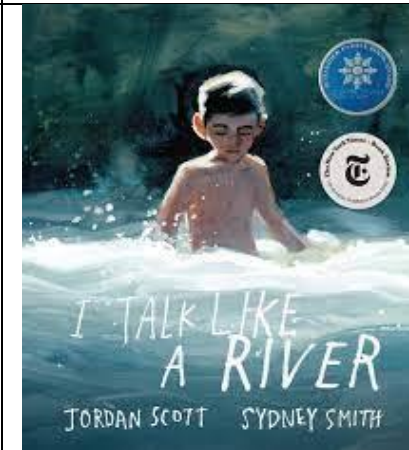
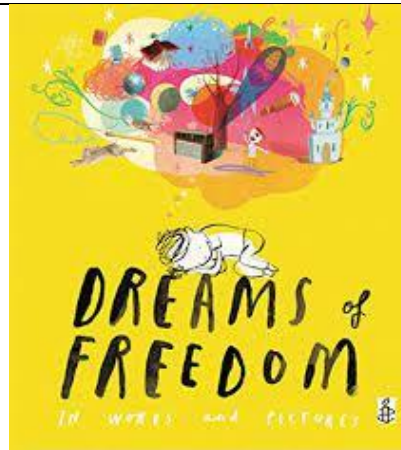


Where the Poppies Now Grow – Hilary Robinson and Martin Impey
(Age)

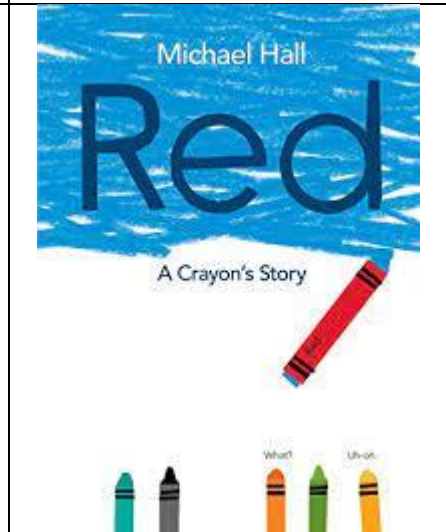


Rose Blanche – Roberto Innocenti
(Religion and Belief; Gender)

Year 5/6
Cycle B



The Island – Armin Greder
(Race and Ethnicity)



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| <p>Marie Curie - Maria Isabel Sanchez Vegara (Gender)</p>  <p>The Island – Armin Greder (Race and Ethnicity)</p> | <p>Stephen Hawking - Maria Isabel Sanchez Vegara (Gender; Disability)</p> | <p>Dreams of Freedom In Words and Pictures - Amnesty International (Disability; Race and Ethnicity; Religion and Belief; Gender; Age)</p>  <p>Stonewall by Rob Sanders (Gender. Sexual Orientation; Gender Reassignment)</p> | <p>I Talk Like a River – Jordan Scott and Sydney Smith (Disability)</p> |  <p>The Arrival – Shaun Tan (Race and Ethnicity)</p> | <p>Red: A Crayon's Story – Michael Hall (Gender. Sexual Orientation; Gender Reassignment)</p> |
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PSHE Curriculum:

In our PSHE curriculum, we also explore the protected characteristics through discussion and activities. The table below shows where we teach this.

Please note, black writing indicates Cycle A and red writing indicates Cycle B.

| Protected characteristics | What this refers to | Links to Jigsaw 7-11 |
|--|---|---|
| Age | 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). | <u>Celebrating Difference</u> Ages 10-11 Piece 3: Power Struggles |
| Gender reassignment - <i>NB. In Jigsaw the focus is on accepting all people as unique individuals, not on transitioning itself.</i> | The process of transitioning from one gender to another. | <u>Celebrating Difference</u> Ages 7-8 Piece 5: Gender diversity Ages 8-9 Piece 1: Judging by appearances Ages 10-11 Piece 2: Understanding difference |
| Being married or in a civil partnership | 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). | <u>Celebrating Difference</u> Ages 7-8 Piece 1: Families |
| Being pregnant or on maternity leave | 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 | <u>Celebrating Difference</u> Ages 7-8 Piece 1: Families |

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| | for 26 weeks after giving birth, and this includes treating woman unfavourably because she is breastfeeding. | |
| Disability | A person has a disability if she or he has physical or mental impairments which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. | <u>Celebrating Difference</u> Age 10-11 Piece 5: Celebrating difference |
| Race including colour, nationality, ethnic or national origin | 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. | <u>Celebrating Difference</u> Age 9-10 Piece 2: Racism |
| Religion, belief, or lack of religion/belief | 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. | <u>Celebrating Difference</u> Age 9-10 Piece 1: Different cultures |
| Sex | A man or a woman. | <u>Celebrating Difference</u> Ages 6-7 Pieces 1&2: Boys and Girls |
| Sexual orientation | Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes. | <u>Celebrating Difference</u> Ages 10-11 Piece 4: Boyfriends and girlfriends |

Wider Curriculum:

Please see the table below to see where we reference protected characteristics in our wider curriculum teaching.

Please note, black writing indicates Cycle A and red writing indicates Cycle B.

| Protected characteristics | What this refers to | Year 3 and 4 | Year 5 and 6 |
|---------------------------|---|---|--|
| Age | 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). | Cycle A Su1 English – Cloud Tea Monkeys Cycle A Computing All Terms eSafety Cycle A PSHE A1 Celebrating Me; A2 Celebrating Difference; Spr 1 Dreams and Goals; Su1 Relationships; Su2 Changes Cycle B English A1 Tin Forest; The First Drawing; Sp1 The Story of Tutankhamun; Sp2 Tim, A Cautionary Tale Cycle B Reading Su2 Lion, The Witch and the Wardrobe Cycle B Computing All Terms eSafety Cycle B PSHE Sp2 Healthy Me | Cycle A A1 English – Goodnight Mister Tom Cycle A Reading Su2 Warhorse Cycle A History A1/2 World War II Cycle A Computing all terms eSafety Cycle A PSHE A1 Being Me' A2 Celebrating Difference; Sp2 Healthy Me; Su1 Relationships; Su2 Changes Cycle B reading A1 Spooky openings; Magic; S1 The Raven Cycle B English Sp2 Rainforests Cycle B Science Su1 Animals including humans Cycle B PSHE A1 Being Me' A2 Celebrating Difference; Sp2 Healthy Me; Su1 Relationships; Su2 Changes Cycle B Computing eSafety all units |

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| <p>Gender reassignment - <i>NB. the focus is on accepting all people as unique individuals, not on transitioning itself.</i></p> | <p>The process of transitioning from one gender to another.</p> | <p>Cycle A Su1 PSHE – Celebrating Difference Cycle B PSHE Su 1 PSHE – Celebrating Difference Cycle B English Su1 A Necklace of Raindrops; Pride: The Story of Harvey Milk and the Pride Flag Cycle B RE Su1 What do people believe about God?</p> | <p>Cycle A A2 Celebrating Difference; Sp2 Healthy Me Cycle B A2 Celebrating Difference; Sp2 Healthy Me</p> |
| <p>Being married or in a civil partnership</p> | <p>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).</p> | <p>Cycle a Su1 English Nen and the Fisherman Cycle A RE Sp1 Festivals Cycle A PSHE A2 Celebrating Difference; Su1 Relationships Cycle B English Su1 Pride: The Story of Harvey Milk and the Pride Flag Cycle B PSHE A2 Celebrating Difference; Su1 Relationships</p> | <p>Cycle A PSHE A2 Celebrating Difference; Su1 Relationships Cycle A Sp2 Reading Beetle Boy; Cosmic Cycle A PSHE A2 Celebrating Difference; Su1 Relationships Cycle B Reading Sp2 Letters from the Lighthouse; Su1 Songs Cycle B Science Su1 Animals including humans Cycle B History Su1 Local areas Cycle b Geography Su2 Mapping Cycle A PSHE A2 Celebrating Difference; Su1 Relationships</p> |
| <p>Being pregnant or on maternity leave</p> | <p>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 woman unfavourably because she is breastfeeding.</p> | <p>Cycle A PSHE Su1 Relationship; Su2 Changes Cycle B PSHE A2 Celebrating Difference; Su1 Relationships Cycle B Science Sp2 Animals Including Humans</p> | <p>Cycle A PSHE Sp2 Healthy Me ; Su1 Relationship; Su2 Changes Cycle A Science A2 Living Things and their habitats; Su1 Living Things and Their Habitats Cycle A English – A2 Evacuation report Cycle A History A1/2 World War II Cycle A PSHE A2 Difference; Sp2 Healthy Me; Su1 Relationships’ Su2 Changing Me Cycle B English A1 Slavery in Greece Cycle B Reading Sp2 WW2; Su1 songs Cycle B Science Su1 Animals including humans Cycle B Geography Su1 Local history Cycle B PSHE A2 celebrating difference; Su1 relationships; Su2 changes</p> |
| <p>Disability</p> | <p>A person has a disability if she or he has physical or mental impairments which has a substantial and long-term adverse effect on that person’s ability to carry out normal day-to-day activities.</p> | <p>Cycle A English A1 The Heart and the Bottle; Sp1 Winter’s Child; Sp2 Black Dog; Su1 Cloud Tea Cycle a Science A1 Sound; Su2 Animals including humans Cycle A DT Sp1 Cooking Cycle A PSHE A2 Celebrating Difference; Sp2 Healthy Me Cycle B English Sp1 Cinamon Cycle B Reading A1 Annie Lumsden; A2 The Wild Robot; Su2 The Lion, The Witch and the Wardrobe</p> | <p>Cycle A Reading Sp2 Wonder; Su1 Leprosy; The Island at the end of Everything; Jamie Drake Equation; Wind in the Willows Cycle A Science A1 Animals including humans Cycle A History A1/2 World War II Cycle A PSHE A2 Celebrating Difference; Sp2 Healthy Me Cycle A DT Su1 cooking</p> |

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| | | <p>Cycle B DT Spr1 Cooking</p> <p>Cycle B PSHE A1 Being Me; A2 Celebrating Difference; Sp2 Healthy ME</p> | <p>Cycle B PSHE A1 Being Me; A2 Celebrating Difference; Sp2 Healthy ME</p> <p>Cycle B Reading A2 Autism; A1 Animals including humans; magic;</p> |
| <p>Race including colour, nationality, ethnic or national origin</p> | <p>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.</p> | <p>Cycle A A1 English The Tear Thief; the BFG; Sp2 Beowulf; The Black Dog</p> <p>Cycle A Reading A2 The BFG; Sp2 Viking Voyages; Viking Sagas; Su1 Africa, Amazing Africa</p> <p>Cycle A Geography Su1 and 2 – Local Area</p> <p>Cycle A Music A1 China; A2 Jazz; Sp1 Samba</p> <p>Cycle A French All Units</p> <p>Cycle A PSHE A2 Celebrating Difference; Sp1 Dreams and Goals; Su1 Relationships</p> <p>Cycle B English A1 Iron Man; A2 Granny Came Here on the Empire Windrush</p> <p>Cycle B Reading A2 The Wild Robot; Sp1 Pied Piper; Tamarind and the Star of Ishta</p> <p>Cycle B Music Sp2 Greek Myths; Su2 Mayans</p> <p>Cycle B French All Units</p> <p>Cycle B Geography S1/2 Europe</p> <p>Cycle B A1 Being Me; A2 Celebrating Difference</p> | <p>Cycle A English A1 Eden Camp, Sp1 Maya, Su1 Explorers</p> <p>Cycle A Reading A2 William Kamkwamba; The Hobbit; Su1 The Middle East</p> <p>Cycle a French – All units</p> <p>Cycle A RE All Units</p> <p>Cycle A PSHE A2 Celebrating Difference; Sp1 Dreams and Goals; Su1 Relationships</p> <p>Cycle A Music – A1 Africa; Su1 Melodies of Divinity.</p> <p>Cycle A French – all units</p> <p>Cycle B English A1 slavery; A2 Battle of Marathon; Su1 British origins</p> <p>Cycle b Reading A1 spooky origins; Sp1 civil rights; Sp2 women in Islam; Su2 Inspirational women</p> <p>Cycle B Geography Sp1 North America</p> <p>Cycle B French all units</p> <p>Cycle B Music A2 celebrations</p> <p>Cycle B PSHE A2 Celebrating Difference; Sp1 Dreams and Goals; Su1 Relationships</p> |
| <p>Religion, belief, or lack of religion/belief</p> | <p>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.</p> | <p>Cycle A A1 English – Leon and the Place Between; Sp2 – Beowulf</p> <p>Cycle A Reading Sp2 Viking Voyages; Spr 2 Viking Sagas; Su1 Africa Amazing Africa</p> <p>Cycle A History A1/2 Romans; Sp2 Anglo Saxons and Vikings</p> <p>Cycle A RE All Terms</p> <p>Cycle A PSHE A2 Celebrating Difference</p> <p>Cycle B English Sp1 Granny Came Here on the Windrush</p> <p>Cycle B Reading Sp2 Mr Penguin and the Lost Treasure</p> <p>Cycle B History A2 Iron Age; Sp1 Ancient Egypt</p> <p>Cycle B Geography S1/2 Europe</p> <p>Cycle B RE All Units</p> <p>Cycle B PSHE A1 Being Me; A2 Celebrating Me</p> | <p>Cycle A English – A1 Goodnight Mister Tom; A2 Eden Camp; Sp1 Maya</p> <p>Cycle A Reading A2 Christmas; Sp1 Medieval Monarchs</p> <p>Cycle A History A1/2 World War II, Spr 1 Mayans; Spr 2 South America</p> <p>Cycle A RE – all units</p> <p>Cycle A Music – A1 Africa; Su1 Melodies of Divinity.</p> <p>Cycle A PSHE A1 all about me; A2 Celebrating Difference</p> <p>Cycle B Reading Sp1 W2; Women in Islam; Su2 inspirational Women</p> <p>Cycle B History A1/2 Greece; Su1 Local area</p> <p>Cycle B Geography Sp1 North America; Su2 Mapping</p> <p>Cycle B Re all units</p> <p>Cycle B PSHE A2 Celebrating Difference; A1 all about me</p> |
| <p>Sex</p> | <p>A man or a woman.</p> | <p>Cycle A English Sp1 Frindleswylde; Winter’s Child</p> <p>Cycle A A1/2 Romans; Su2 History Saxons and Vikings</p> | <p>Cycle A PSHE A1 Being Me; A2 Celebrating Difference; Sp2 Healthy Me; Su1 Relationships; Su2 Changes</p> |

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| | | <p>Cycle A PSHE A1 Being Me; A2 Celebrating Difference; Sp2 Healthy Me; Su1 Relationships; Su2 Changes</p> <p>Cycle B English A1 Tin Forest; Su1 Pride; Su2 Lion, Witch and the Wardrobe; Jabberwocky</p> <p>Cycle B Reading A1 Zombierella; A2 The story of Flight; Spr 1 Tamarind; Su1 A Necklace of Raindrops; Su2 Lion, Witch and the Wardrobe</p> <p>Cycle B Science Sp2 Animals including humans</p> <p>Cycle B PSHE A1 Being Me; A2 Celebrating Difference; Sp2 Healthy Me; Su1 Relationships; Su2 Changes</p> | <p>Cycle A English A2 Evacuation; Su1 Explorers</p> <p>Cycle A Reading A1 Great openings; Sp1 Kate DiCamillo; Sp2 Beetles; Notable people; Frank Cottrell-Boyce; Su1 Islands and Leprosy; Space; Su2 Poetry</p> <p>Cycle B English A2 Comparison; Sp1 inventors Su1 mining</p> <p>Cycle B Reading A2 children's classics; novels; Sp1 spies; Su 1 women in Islam; Su2 Inspirational women</p> <p>Cycle B Science Su1 animals including humans</p> <p>Cycle B History A1/2 Greece</p> <p>Cycle B PSHE A1 Being Me; A2 Celebrating Difference; Sp2 Healthy Me; Su1 Relationships; Su2 Changes</p> |
| Sexual orientation | Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes. | <p>Cycle A English Su1 Nen and the Fisherman</p> <p>Cycle A PSHE A2 Celebrating Difference; Su1 Relationships</p> <p>Cycle B English Su1 Pride: The Story of Harvey Milk and the Pride Flag</p> <p>Cycle B PSHE A2 Celebrating Difference; Su1 Relationships</p> | <p>Cycle A History A1/2 World War II</p> <p>Cycle A PSHE A1 Being Me; A2 Celebrating Difference; Su 1 Relationships</p> <p>Cycle B PSHE A2 Celebrating Difference; Su1 Relationships</p> <p>Cycle B Reading Sp1 Alan Turing</p> |