

**Duddon St Peter's CE Primary School**  
**EQUALITY STATEMENT**

We welcome our duties under the Equality Act 2010 to eliminate discrimination. As a school we celebrate differences and support each other so that everyone can reach their full potential regardless of disability, ethnicity, gender, religion, belief and sexual identify.

The 2010 Equality Act makes it an offense to discriminate against a person due to the 9 protected characteristic(s). At Duddon St. Peter's Primary School no form of discrimination is tolerated, and our pupils show respect for those who share the protected characteristics.

We do not teach about all the protected characteristics in every year group. The curriculum is planned and delivered so that our pupils develop age-appropriate knowledge and understanding during their time at Duddon St. Peter's Primary School.

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

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

**Age**

A person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 to 30 year olds).

**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 a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

### **Sex**

A man or a woman.

### **Sexual orientation**

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

### **The 9 Protected Characteristics are actively promoted in school through:**

- Our school ethos statements, SIP, and SEF
- Our school core values
- Our school behaviour policy
- Conscious role modelling by all adults in the school community
- Active engagement and communication with parents and carers
- Collective Worship / Assemblies
- British Values themes for a day, week/term
- Discussion within curriculum subjects, taking a cross-curricular approach
- Promoting articulation by building appropriate language and a coherent vocabulary
- Personal, Social, Health and Economic education (PSHE) sessions
- Religious Education (RE) lessons, RSE lessons, LGBT discussions and Protected Characteristic talks
- Sporting, Art and Cultural Events
- Pupil Voice and Debating Club
- Educational visits
- Real-life learning outside the classroom
- Guest speakers
- Developing links with local, national and international communities
- Extra-curricular activities, after-school clubs, charity work and work within the local community

February 2025