

Protected Characteristics at Crossflatts Primary School

Age	Gender Reassignment	Disability	Marriage/Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
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Under the Equality Act you are protected from discrimination:

- When you are in the workplace
- When you use public services like healthcare (for example, visiting your doctor or local hospital) or education (for example, at your school or college)
- When you use businesses and other organisations that provide services and goods (like shops, restaurants, and cinemas)
 - When you use transport
 - When you join a club or association (for example, your local tennis club)
- When you have contact with public bodies like your local council or government departments

The 9 Protected Characteristics are actively promoted in school through fidelity to our Character and Culture Compass, incorporating our work in PSHE, RSE, R.E, Oracy, Above and Beyond, S.E.L, British Values and Core Values.

Our Long Term Plans also demonstrate our commitment to upholding our values and ensuring that protected characteristics are sufficiently promoted to ensure equity for all of our children.

Our Curriculum can be found here:

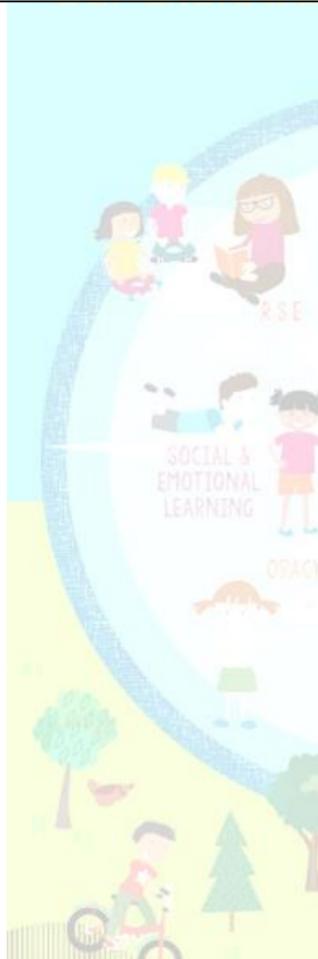


Character and Culture - How we promote awareness of Protected Characteristics

As well as our Curriculum Offer for each year group, our values are embedded through all areas of school life.

By following our Character and Culture Compass, our school promotes awareness of, and informs our children of protected characteristics and what that means for them.

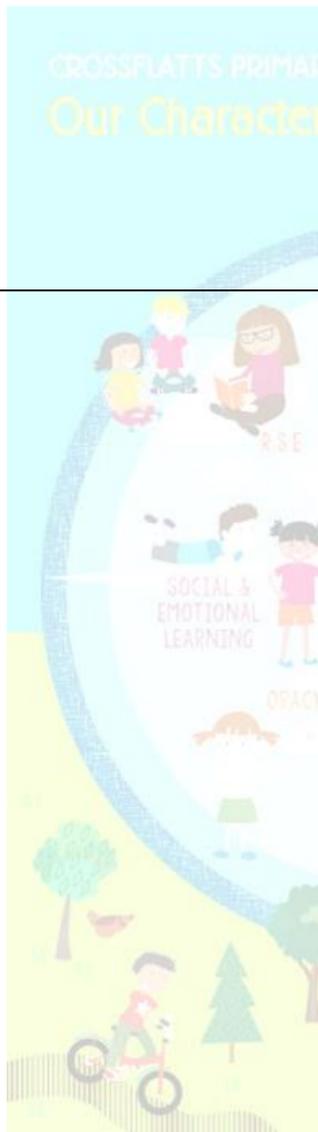
These elements of our compass demonstrate our commitment to ensuring our children are well rounded, kind and confident people with great care given to the personal development of our children.

<p>British Values</p>		<p>There are five British Values. They are:</p> <ul style="list-style-type: none">• Democracy• Rule of law• Individual liberty• Mutual respect• Tolerance <p>The values were designed to balance freedom of thought, expression and choice in a liberal society with the need to maintain a safety and security. These values model and promote appropriate behaviours towards all people within society.</p> <p>British Values are encompassed within our learning via cross curricular links, e.g. R.E, Oracy, English, History, etc. The children engage in debates, vote in democratic elections for our well established Pupil Parliament, are exposed to current affairs, practice listening to one another and much more.</p>
<p>P.S.H.E</p>		<p>Our PSHE curriculum intends to encourage all children to have an excitement for life and a confidence and belief in themselves. We want them to have a certainty that they can not only achieve their goals but also have resilience to face challenges and take risks in our increasingly complex world. Children are encouraged to investigate who they are and who they want to be, celebrating diversity and</p>

	<p>learning from others. Our children follow a robust PSHE curriculum which teaches them to stay safe, be kind, look after themselves and others and develop their perception of their own strengths, characteristics and that which defines them.</p>
<p>R.S.E</p>	<p>At Crossflatts, Relationships and Sex Education (RSE) is lifelong learning about relationships, emotions, looking after ourselves, different families, sex, sexuality and sexual health. We aim for the children in our school to acquire the appropriate knowledge, develop their skills and form positive beliefs, values and attitudes. RSE has a key part to play in the personal, social, moral and spiritual development of our young people.</p> <p>RSE is taught as explicit lessons through the PSHE and science curriculums but is also embedded in other areas of the curriculum and day-to-day life of Crossflatts.</p>
<p>Oracy</p>	<p>At Crossflatts Primary School, we believe spoken language to be essential in the development and achievement of our children across the whole curriculum. We strive to develop spoken language skills through the taught curriculum, the hidden curriculum, playtimes and lunchtimes, extra-curricular activities, intervention and the whole ethos of our school. Children are taught how to be effective communicators through oracy projects that feature skills such as storytelling, debating and presenting. It is critically important for our children to know that their voice is valuable and heard, and be articulate, confident communicators.</p>
<p>R.E</p>	<p>Our Religious Education (RE) curriculum is designed to excite and captivate our children in order to ensure that children feel comfortable to explore not only their own beliefs and ideas but those of their peers too. This is achieved through a variety of ways at Crossflatts; celebration days, visits to places of worship in the local</p>



	<p>area, inclusion of the community and parental involvement. With strong links to our PSHE curriculum, our RE learning enhances and develops the children's social, moral, spiritual and cultural development.</p>
<p>Social and Emotional Learning</p>	<p>Woven into our everyday lives, positive relationships, opportunities to express ourselves and experiences to develop our social skills, S.E.L is a part of the fabric that makes Crossflatts. Children are exposed to lessons, texts and wider world experiences which create natural gateways for enhancing their social and emotional skills, resilience and capabilities. More than ever, a holistic approach to these areas of development is fundamental.</p>
<p>Above and Beyond</p>	<p>Throughout their time at Crossflatts, all of our children are enveloped in a broad range of experiences which go far above and beyond our National Curriculum. Through regular trips, visits and wider world opportunities, our children are encouraged to make the most of every single day. Examples of Above and Beyond at Crossflatts include our Big Start, which is a whole school experience to kick start our academic year, such as a circus on our field, a steam train trip, or the Crossflatts Big Start Festival.</p> <p>Within our school grounds is our own forest, Dingley Dell, a cycle track, our goats Salt and Pepper and our chickens. By simply attending our school, the life experiences of our children are enhanced.</p> <p>We develop our children's sense of community by making links with local residential homes, hosting visitors from our local area and large scale events such as Rose Day. Our children experience Money Week, visit places of worship, star in shows, and so much more. It is no exaggeration that our school goes Above and Beyond every single day.</p>



Core Values

Our Core Values are embedded throughout the children's journey at our school. Through bespoke lessons, assemblies, consistent expectations and our everyday behaviours, our core values are the backbone of our school life and all that we strive to be as members of the Crossflatts family. Our 'Crossflatts Core Values I Can' statements demonstrate clear and progressive objectives for our children to meet each of our Core Values, whatever their age and stage.

Celebrations

Although Celebrations do not form part of the Compass, they are an integral part of our school year at Crossflatts. More information about the individual celebrations we acknowledge in our school year can be found on our Character and Culture overview.

Throughout the academic year, all children celebrate a broad and exciting range of events. These include; Black History Month, Children's Mental Health Week, Lent, International Women's and Men's Days, Eid and much, much more. This provides our children with opportunities to celebrate, enjoy and learn about special days, religious festivals and important events throughout the world.

Our full Character and Culture overview can be found here:

