

SAFEGUARDING UPDATE

UPDATES FROM ST. AIDAN'S C OF E HIGH SCHOOL

MAY 2022

PROMOTING THE NINE PROTECTED CHARACTERISTICS :

The Equality Act became law in 2010. It covers everyone in Britain and protects people from discrimination, harassment and victimisation. Everyone in Britain is protected. This is because the Equality Act protects people against discrimination because of the protected characteristics that we all have. Under the Equality Act, there are nine Protected Characteristics:

- Age
- Disability
- Gender reassignment
- Race
- Religion or belief
- Marriage or civil partnership
- Sex
- Sexual orientation
- Pregnancy and maternity



KEY TERMS:

- Equality - equal and fair treatment, could also be used with reference to equality of opportunity
- Diversity - individual difference between people
- Discrimination - treating someone differently because of a characteristic or perceived characteristic
- Harassment - persistent unwanted contact or behaviour towards a person - deemed as harassment if the recipient views it as such
- Prejudice - attitudes and beliefs about certain groups
- Abuse - causing harm through direct action or neglect



WE ALL HAVE A RIGHT TO EQUALITY OF.....

- Opportunity
- Access

THIS MEANS THERE SHOULD BE.....

- Respect for all
- No discrimination
- Diversity is a POSITIVE!

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The 9 Protected Characteristics are actively promoted in school through:

- Our school core values
- Our school behaviour policy
- Assemblies
- RS Curriculum
- PSHE sessions

Any level of discrimination will **always** be challenged at St. Aidan's.



Equality is the public recognition, effectively expressed in institutions and manners, of the principle that an equal degree of attention is due to the needs of all human beings.

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At St. Aidan's, we believe that we should teach acceptance, celebrate diversity and challenge when the language or actions used by others impacts on people's equality. During tutor/form time, please talk through with students the key messages so we can help raise awareness of the issues involved.

If you hear discriminatory language or see discriminatory behaviour – report it to a member of our Safeguarding Team or on CPOMS.

Any other concerns please contact:

Kate Douglas (DSL/Assistant Headteacher) [Email: K.Douglas@staidans.co.uk](mailto:K.Douglas@staidans.co.uk)
and/or

Iain Addison (DDSL/Acting Deputy Headteacher) [Email: I.Addison@staidans.co.uk](mailto:I.Addison@staidans.co.uk)

No one is born hating another person because of the colour of his skin, or his background or his religion. People learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite.

Nelson Mandela

