



PROTECTED CHARACTERISTICS

. Note that this list is not exhaustive as there are numerous other lessons that teach about equality.

Protected characteristics	What this refers to	Links to Jigsaw
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).	Celebrating Difference Ages 10-11 Piece 3: Power Struggles
Gender reassignment	The process of transitioning from one gender to another.	Celebrating Difference Ages 7-8 Piece 5: Gender diversity Ages 8-9 Piece 1: Judging by appearances Ages 10-11 Piece 2: Understanding difference NB. In Jigsaw the focus is on accepting all people as unique individuals, not on transitioning itself.
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).	Celebrating Difference Ages 7-8 Piece 1: Families Relationships Ages 8-9 Piece 5: Boyfriends and girlfriends
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 for 26 weeks after giving birth, and this includes treating woman unfavourably because she is breastfeeding.	Celebrating Difference Ages 7-8 Piece 1: Families
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.	Celebrating Difference 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	Celebrating Difference Age 9-10 Piece 2: Racism

	race, colour, and nationality (including citizenship) ethnic or national origins.	
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.	Celebrating Difference Age 9-10 Piece 1: Different cultures
Sex	A man or a woman.	Changing Me Ages 7-8 Pieces 5: Family stereotypes
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	Changing Me Ages 10-11 Piece 4: Boyfriends and girlfriends Relationships Ages 8-9 Piece 5: Boyfriends and girlfriends

