



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



These are called Protected Characteristics. In UK law, individuals are protected under the Equality Act 2010 from these types of discrimination.

At St Joseph's, we strive to be a haven of **respect** and custodians of the true dignity of each human being. Catholic schools are welcoming places to pupils and members of staff from all faiths and none. More than a quarter of a million pupils and almost half of teachers in Catholic schools are not of the Catholic Faith and are welcomed in sharing faiths together on a daily basis.

We encourage, celebrate and value the diversity of all our communities. We actively promote the principle of equality for all. We aim to ensure that everyone within our community is treated fairly, with respect and dignity. We seek to eliminate any form of inequality, bullying or discrimination.



Pope Francis speaks eloquently on the matter of equality,

"The Church does not exist to condemn people but to bring about an encounter with the visceral love of God's mercy. For the Church to offer God's mercy it must 'go outside and look for people where they live, where they suffer and where they hope' The enemy of mercy is self-righteousness."

Ten Ten: Life to the Full



We believe that all human life is sacred and that everyone should have the opportunity to live life to the full. We use the "Life to the Full" programme to deliver some of our equality curriculum.

From the outset, and at all stages of teaching, the core principle on which the Life to the Full programme is based is that we are 'created, chosen and loved by God'; our equality is ultimately derived from the value we have in God's eyes as beloved sons and daughters, and we are called to love God, love others and show God's mercy in our actions. Examples of where this core principle is lived out are too numerous to list because it is integral to all teaching from Early Years through to Year 6, articulated in age-appropriate ways at the various stages throughout the programme. This is the foundation on which any teaching about the Protected Characteristics is based.

Children will learn about Protected Characteristics developmentally, throughout their time at St Aloysius and this will continue as the move on to secondary education. Our delivery has to be age-appropriate and therefore some of the more detailed and challenging aspects of learning in this area is left to secondary schools when children will be developmentally ready to have a full understanding. In other words, primary schools do not have to teach about the protected characteristics in their entirety; they are, instead, laying strong, age-appropriate foundations for a fully-realised curriculum in later years.

Our focus has been to **inform, present and explain legal rights, underline the fundamental dignity and worth** of the person, and **outline the erroneous nature of all unjust discrimination**. At the same time, in age-appropriate ways, the programme articulates the teaching of the Catholic Church, with especial regard to relationships, sex and marriage.

