

The 9 Protected Characteristics are actively promoted at Newport Junior School through:

- Our school vision and ethos statements
- Our school core values



Our Core Christian values of Community, Courage and Compassion promote respect for everyone around you in all our communities, and diversity, appreciating and celebrating the differences and similarities between us.

- Our school behaviour policy underpins this ethos.
- Conscious role modelling by all adults in the school community to show how we value and cherish all the Protected Characteristics.
- Active engagement and communication with parents and carers.
- Assemblies which raise the profile
- Beliefs and Values lessons
- During their time at Newport Junior School, children learn about many aspects of the major world religions. These are taught with the understanding that we
- celebrate and respect all religions and their principles. Different aspects of Christianity are taught in each year at NJS.
 - Year 3 - Sikhism
 - Year 4 - Hinduism
 - Year 5 - Islam
 - Year 6 - Learning about Moral Codes, Decisions and Inspirational People from all faiths.
- The promotion of British values in school life
- Learning about and from our Courageous Advocates
- Developing a love of reading through a range of authors and genres
- Discussion within curriculum subjects, taking a cross-curricular approach
- Sporting lessons and competitions
- Promoting articulation by building appropriate language and a coherent vocabulary
- Educational experiences, residential trips and visits
- Developing links with the local community
- Extra-curricular activities, after-school clubs, charity work and work within the local community
- Safer recruitment, retention and staff development

| Age | Sex/ Gender | Race |
|-----------------------------------|-------------------------------|------------------------|
| Marriage/ Civil Partnership | Sexual Orientation | Belief and Religion |
| Disability | Pregnancy and Maternity | Gender reassignment |

We collect and analyse the following data to assess the impact of our Single Equality Policy.

The data is recorded on our CPOMs system and the main areas we assess are:

- Attendance
- Racial incidents (racist incidents will be recorded using the IRIS system across the Local Authority)
- Bullying incidents
- Homophobic incidents
- Any other prejudice related incidents.

How we embed the Protected Characteristics into the whole ethos of Newport Junior School

- Demonstrating an understanding of Equality, Human Rights and Protected Characteristics.

PSHE / RHSE Curriculum in all year groups. Children learn through the Jigsaw resource about diversity and valuing difference .

- Understanding that everyone is special and everyone has talents and attributes to be valued.

Faiths taught through Beliefs and Values , and constant reminders during lessons that everyone's religion is to be respected and appreciated.

- An acceptance that other people having different faiths or beliefs to oneself (or having none) should be accepted and tolerated and should not be the cause of prejudicial or discriminatory behaviour.

Any prejudiced incident that take place at Newport Junior School are seen as an opportunity to reflect, learn and make better choices next time.

- An understanding of the importance of identifying and combating discrimination.

Electing House Team Captains and School Council Representatives

- Respect for democracy and support for participation in the democratic process.

Positive Discipline Policy / Headteachers Awards

- Celebration of good behaviour choices. An acceptance of responsibility for their own behaviour and teaching children to make good choices.

Guardians of Safety and Wellbeing - Establishing a culture of safety and wellbeing at NJS. Highlighting the importance to call out bullying and intolerance.

- Respect for their own safety and wellbeing, ensuring this is fair and equal for all at NJS. Every member of the community knowing that whatever they report it will be dealt with appropriately and followed up

Themed weeks and days around school where different cultures are celebrated.- e.g., Black History Week

- Knowledge that all cultures, beliefs and faiths are valued and celebrated.

Demonstrating ourselves as a School of Sanctuary and showing our support for the Newport Food Hub

- Being a place, which is caring and welcoming to all, both within our school setting and reaching out to the wider community.

Challenging Stereotyping and Homophobia through appropriate reading books. (Protected Characteristics Day 2023)

- Promoting equality between genders and tackling attitudes and language associated with homophobic and transphobic bullying

Parental communication, through class email addresses, welcoming school office and end of day discussions.

- We have the highest expectations for all our children and staff, and the wider community. Our Home school agreement reflects our expectations.