



# St Robert of Newminster

Catholic School & Sixth Form College

## Protected Characteristics

Let Your Light Shine



**Bishop Wilkinson**  
Catholic Education Trust  
Through Christ, in Partnership

## School Vision & Mission

At St Robert of Newminster we recognise that each individual member of our community is created in God's image with unique talents and abilities. We nurture each person through loving relationships and rich daily experiences centred on the teachings of Christ. We affirm the dignity of each individual and our values underpin everything we do across our school, with and for each student and member of staff to enable them to 'Let their light shine'.

### St Robert's Values:

#### Faith

A prayerful community rooted and **guided** by the teachings of **Jesus**

#### Respect

A diverse community, created in the image of God, whose members are treated with **respect** and **dignity**

#### Vocation

A **hard-working** community that helps people recognise their own **unique purpose**

#### Excellence

A **dedicated** community that strives for excellence in our **learning** and **conduct**

#### Aspiration

A community built upon high **expectations** of ourselves and others

#### Integrity

A just community with a firm understanding of what is **right**, that acts with **honesty** and **kindness**



## Let Your Light Shine

FAITH	RESPECT	VOCATION	EXCELLENCE	ASPIRATION	INTEGRITY
					
<b>A prayerful community rooted and guided by the teachings of Jesus</b>	<b>A diverse community, created in the image of God, whose members are treated with respect and dignity</b>	<b>A hard working community that helps people recognise their own unique purpose</b>	<b>A dedicated community that strives for excellence in our learning and our conduct</b>	<b>A community built upon high expectations of ourselves and others</b>	<b>A just community with a firm understanding of what is right that acts with honesty and kindness</b>
“Holiness doesn't mean doing extraordinary things, but doing ordinary things with love and faith.”	“Treat people the same way you want them to treat you.”	“Let us seek to live in a way that is always worthy of our Christian vocation”	“Dear young people, do not bury your talents, the gifts that God has given you! Do not be afraid to dream of great things!”	“In the same way, let your light shine before others, so that they may see your good works”	“Dear children, let us not love with words or speech but with actions and in truth”
<i>Pope Francis</i>	<i>Luke 6:31</i>	<i>Pope Francis</i>	<i>Pope Francis</i>	<i>Matthew 5:16</i>	<i>1 John 3:18</i>

## **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:

- 1. Age**
- 2. Disability**
- 3. Gender reassignment**
- 4. Race**
- 5. Religion or belief**
- 6. Marriage or civil partnership**
- 7. Sex**
- 8. Sexual orientation**
- 9. Pregnancy and maternity**

## **The Nine Protected Characteristics are actively promoted in school through:**

- Our school Vision & Values
- Our school behaviour policy
- Conscious role modelling by all adults in the school community
- Active engagement and communication with parents and carers
- Daily Prayer, Collective Worship & Assemblies
- Cross-curricular approach to ensuring our values underpin our whole school
- Personal, Social, Health and Economic education (PSHE) sessions
- Religious Education (RE) lessons & RSE lessons
- LGBTQ+ support group
- Personal Development Day
- Developing links with local, national and international communities e.g. Anne Frank Trust
- Pupil Voice and Monitoring
- Educational visits & Retreats
- Guest speakers linked to our PSHE programme
- Co-curricular activities, after-school clubs, charity work and work within the local community

## **Promoting the Nine Protected Characteristics at St Robert's promotes:**

- Faithful teaching of Gospel Values and Human Dignity
- Pupil's accepting responsibility for their own behaviour
- Respect for their own and other faiths & cultures
- Understanding of how students can contribute positively to school life
- An understanding of Equality, Human Rights and the Protected Characteristics
- An appreciation that living under the rule of law protects individual citizens and is essential for their wellbeing and safety
- An understanding of the importance of identifying and combating discrimination

## **The Protected Characteristics in our RSE Curriculum:**

### **Year 7 RSE:**

The core teaching is that we are created by God as one whole person, both body and soul. Pupils will be encouraged to celebrate their uniqueness, value and dignity, which derive from God, and subsequently to recognise the respect they should have for themselves and others as persons.

### **Year 8 RSE:**

Building on the previous year, students will learn about male/female differences, including issues such as gender stereotypes, gender dysphoria and transgenderism. Equality is championed as being of great importance, whilst simultaneously crucial is celebrating difference. Students will learn that bullying and exclusion is always wrong, because every person is a child of God, worthy of love.

Focused on themes of equality and celebrating difference, pupils cover themes such as prejudice and discrimination, both historical and current. Pupils will learn about privilege, 'Protected Characteristics' and how to resist judgement. The unit of study challenges pupils to choose the route of tolerance, kindness and forgiveness, and never to suffer in silence.

Exploring issues of prejudice, discrimination and homophobic bullying, including a Holocaust case study, pupils will learn that we are called to love and respect one another as children of God with value and dignity that far surpasses our culture, race, religion, sexual orientation, choices and attitudes. Pupils will be given the opportunity to examine and commit to change their own behaviour.

### **Year 9 RSE:**

In Year 9, pupils will discuss various types of committed relationships (e.g. civil marriage, civil partnerships, forced marriage, monogamy) leading to teaching about the nature and importance of sacramental Christian marriage. Pupils will also be encouraged to consider their own future relationship plans and give thought to developing the virtues they will need.

### **Year 10 RSE:**

Pupils in Year 10 focus on the protected characteristics through a film where a young man experiences an internal moral battle and the story of executed anti-Nazi activist Sophie Scholl, this session reveals the importance of knowing our own beliefs, values and attitudes so that we are not at risk of making decisions which go against them. Pupils will be given the chance to interrogate their own core values and consider how faith can give us the courage to stand up for what we believe in.

### **Year 11 RSE:**

In the Year 11 programme, pupils are introduced to different people each week who share their own stories and insight. This first session shows two young people, Torema and Joseph, sharing individually about how they experienced a lack of self-respect and dignity as a result of their formative experiences, and then had a lightbulb moment (conversion) through which they began to see their true value. This session invites pupils to consider how they respect themselves and others, and the role God can play within that.

## The Protected Characteristics in our PSHE Curriculum:



Pupils in Year 7-11 will all complete a unit of study entitled 'Values, Right & Responsibilities'. This unit will cover the following themes:

- A welcoming and inclusive school
- Challenging stereotypes
- Difference & diversity in the community
- Impact of prejudice and discrimination
- What can I do to promote inclusion in my community?
- The LGBTQ+ community
- Faith, culture, values, sex and relationships
- Freedom of expression

### PSHE Overview 2022-2023

H/Term	Year 7	Year 8	Year 9	Year 10	Year 11
<b>Sept - Oct</b>	RSE	RSE	RSE	Careers	RSE
<b>Nov - Dec</b>	Emotional & Mental health	Keeping Safe	Keeping Safe	RSE	CV & Personal statements  Careers
<b>Jan - Feb</b>	Keeping safe	Emotional & Mental Health	Careers	Online life & Media	Keeping Safe
<b>March</b>	Online life & Media	Online life & Media	Values, Rights & Responsibilities	Emotional & Mental health	Values, rights & responsibilities
<b>Apr – May</b>	Values, Rights & Responsibilities	Careers	Online life & Media	Keeping Safe	Health & Fitness
<b>June - July</b>	Careers  Health & Fitness	Values, rights & responsibilities	Emotional & Mental Health  Health & Fitness	Values, Rights & Responsibilities	

## St Robert's School Prayer

Dear Lord,

We gather today as a **community** of **faith** and ask the Lord to instil in us an eagerness to learn so we can strive for **excellence**.

May St Robert's example be in our words and actions so that we treat others with dignity and **respect**.

We pray that as we learn, we **aspire** to become better than we were yesterday.

As your **light shines** through us, help us become who you **call** us to be.

Enable us to act with **honesty** and **kindness** welcoming all with **love**.

We make this prayer through Christ our Lord.

Amen

