

## Protected Characteristics

The Jigsaw PSHE scheme allows the children to explore protected characteristics throughout the year groups in many of the different units.

The Puzzle 'Celebrating Difference' is the most pertinent of units for teaching about the protected characteristics, as it focuses on similarities and differences and teaches about diversity, such as disability, racism, gender, family composition, friendships, and conflict. Children learn to accept everyone's right to 'difference', and most year groups explore the concept of 'normal'. Bullying – what it is and what it isn't, including cyber and homophobic bullying – is an important aspect of this Puzzle.

Below is a grid showing where the protected characteristics are taught. This is not exhaustive as equality permeates through much of the Jigsaw Scheme.

Protected characteristic	What this refers to	Links to Jigsaw units
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).	<b>Celebrating Difference</b>  Ages 10-11 Piece 3: Power Struggles
Gender Reassignment	The process of transitioning from one gender to another	<b>Celebrating Difference</b>  Ages 5-6 Piece 6: Celebrating Me.  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).	<b>Celebrating Difference</b>  Ages 7-8  Piece 1: Families
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 a	<b>Celebrating Difference</b>  Ages 3-4/4-5 Piece 3: Families  Ages 7-8 Piece 1: Families

	woman unfavourably because she is breastfeeding	
Disability	A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day to-day activities	<b>Celebrating Difference</b>  Ages 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 race, colour, and nationality (including citizenship) ethnic or national origins.	<b>Celebrating Difference</b>  Ages 9-10  Piece 2: Racism
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.	<b>Celebrating Difference</b>  Ages 9-10  Piece 1: Different Cultures