

## Safeguarding 5



# Protected Characteristics

# What are 'Protected Characteristics'?



## The Equality Act 2010

Protects people from discrimination in the workplace and in wider society



# What are the Protected characteristics

- <https://www.youtube.com/watch?v=VXLtKImtrvM>



# The UK Supreme Court ruling on the definition of a woman



- In April 2025 Judges at the UK Supreme Court have unanimously ruled that a woman is defined by biological sex under equalities law.
- Lord Hodge told the court: "The unanimous decision of this court is that the terms woman and sex in the Equality Act 2010 refer to a biological woman and biological sex."
- Single-sex spaces are protected in law and so toilets, changing rooms, etc. need to remain single sex
- However the court strongly and clearly re-affirmed the Equality Act to protect all trans people against discrimination, based on gender reassignment.
- This means that places such as offices, schools and hospitals need to develop their facilities to ensure that everyone is included.



Everyone needs to understand their rights  
and responsibilities

It is everyone's responsibility to ensure that  
everyone is included.

# Feedback from Hemisphere



Following the Module 1: Black Heritage training that we completed, one of the most popular actions from students were to:

**Build connections with people who are different to you**



## Quotes from racial literacy training- Student voice



- *"Celebrate everyone equally, no matter their background."*
- *"I better understand the negative impacts of not being included."*

Consider how relevant this is to the protected characteristics we have discussed.

# Protecting our characteristics – reflection on Banter



- In the training, many of you mentioned that you would not report banter which related to our protected characteristics. This was down to thinking that everyone felt that it was a joke and not meant seriously... but how can you be so sure that absolutely no one was offended?
- Students feel that is often easier to laugh at these types of situations rather than speak up about how hurt/uncomfortable they feel. It is important that **we are all** responsible for correcting each other and ensuring that comments like these are addressed and dealt with accordingly.
- You can support your peers by telling them how inappropriate it is at the time, or if you do not feel comfortable doing so, reporting it to a teacher.

## Quotes from racial literacy training- Student voice



- *"I will look at peoples body language and actions to make sure they are ok instead of just what they say."*
- *"Report incidents even if they are just 'jokes'."*

Consider how relevant this is to the aspects of banter that we have discussed.

# How can we ensure all our characteristics are protected?



- Acknowledge that everyone is unique and equal
- Within your year group celebrate the diversity that you have
- Learn more about the unique differences in your tutor group
- Research protected characteristics that you perhaps don't know that much about or don't have as much daily interaction with. This could help your literacy within that area and make you more confident with knowing when they need protecting.

# How can you do this?



- Read a book about one of the protected characteristics
- Attend Pride Club/get involved in the June Pride events or one of the cultural or religious clubs
- Learn more about a different religion or culture
- Call out inappropriate comments or banter

# The Kendrick pledge



“We the students, staff and friends of Kendrick School pledge to uphold the values of friendship, kindness and respect. We promise to stand against prejudice, ignorance and injustice in all its forms, promoting the values of equality, tolerance and justice for all”.

**Take a moment to reflect on how you may increase the support you give to others who may be different to you**