

Protected Characteristics

The Equality Act uses the term “protected characteristics” to refer to aspects of a person’s identity. Treating a person less favourably because they have one or more of these characteristics would be unlawful. The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The protected characteristics of age and marriage and civil partnership apply to schools as employers, but not in relation to their provision for pupils.

The governing body of Uffington CE Primary School have decided to focus upon five protected characteristics which they feel are particularly pertinent to a primary school setting:

Protected Characteristics		
	Pupils	Staff
Gender	47% male 53% female	100% female
Disability	1%	0%
Race other than White British	2%	8%
Religion or Belief declared as anything other than Christian	0%	0%
Age	4 – 11 years	20-30 8% 30-40 16% 40-50 42% 50+ 33%

Commentary

The race characteristics of pupils is representative of the local community. Although the gender of the staff is 100% female, this is not unusual for a small primary school although male applicants are always welcomed and encouraged when posts are advertised.

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