PROTECTED CHARACTERISTICS

. Note that this list is not exhaustive as there are numerous other lessons that teach about equality.

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| Protected characteristics | What this refers to | Links to Jigsaw 3-11 |
| 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-yearolds). | Celebrating Difference  Ages 10-11  Piece 3: Power Struggles |
| Gender reassignment | The process of transitioning from one gender to another. | Celebrating Difference  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). | Celebrating Difference  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 woman unfavourably because she is breastfeeding. | Celebrating Difference  Age 3-4/4-5 Piece 3: Families  Ages 7-8 Piece 1: Families |
| Disability | A person has a disability if she or he has physical or mental impairments which has a substantial and long-term adverse effect on that person’s ability to carry out normal day-to-day activities. | Celebrating Difference  Age 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. | Celebrating Difference  Age 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. | Celebrating Difference  Age 9-10 Piece 1: Different cultures |
| Sex | A man or a woman. | Celebrating Difference  Ages 6-7  Pieces 1&2: Boys and Girls |
| Sexual orientation | Whether a person’s sexual attraction is towards their own sex, the opposite sex or to both sexes. | Celebrating Difference  Ages 10-11 Piece 4: Boyfriends and girlfriends |