



**Parkwood
Academy**

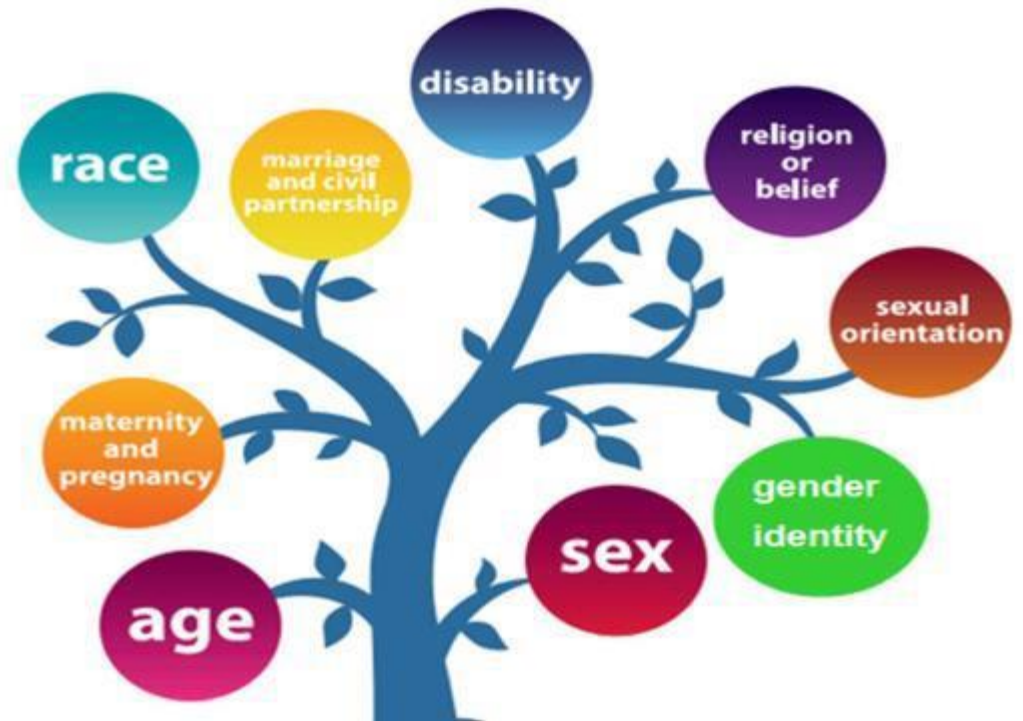
A Primary and Nursery School for the Community

Teaching the Equality Act Parent



The Equality Act 2010

- The **Equality Act 2010** states that it is against the law to discriminate against anyone because of:
- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Race
- Sex/ gender
- Sexual orientation



Our responsibilities

Ofsted guidance 2019 (Personal development):

To “prepare learners for life in modern Britain by: equipping them to be responsible, respectful, active citizens who contribute positively to society; developing their understanding of fundamental British values; developing their understanding and appreciation of diversity; celebrating what we have in common and promoting respect for the different protected characteristics as defined in law.”

What OFSTED say

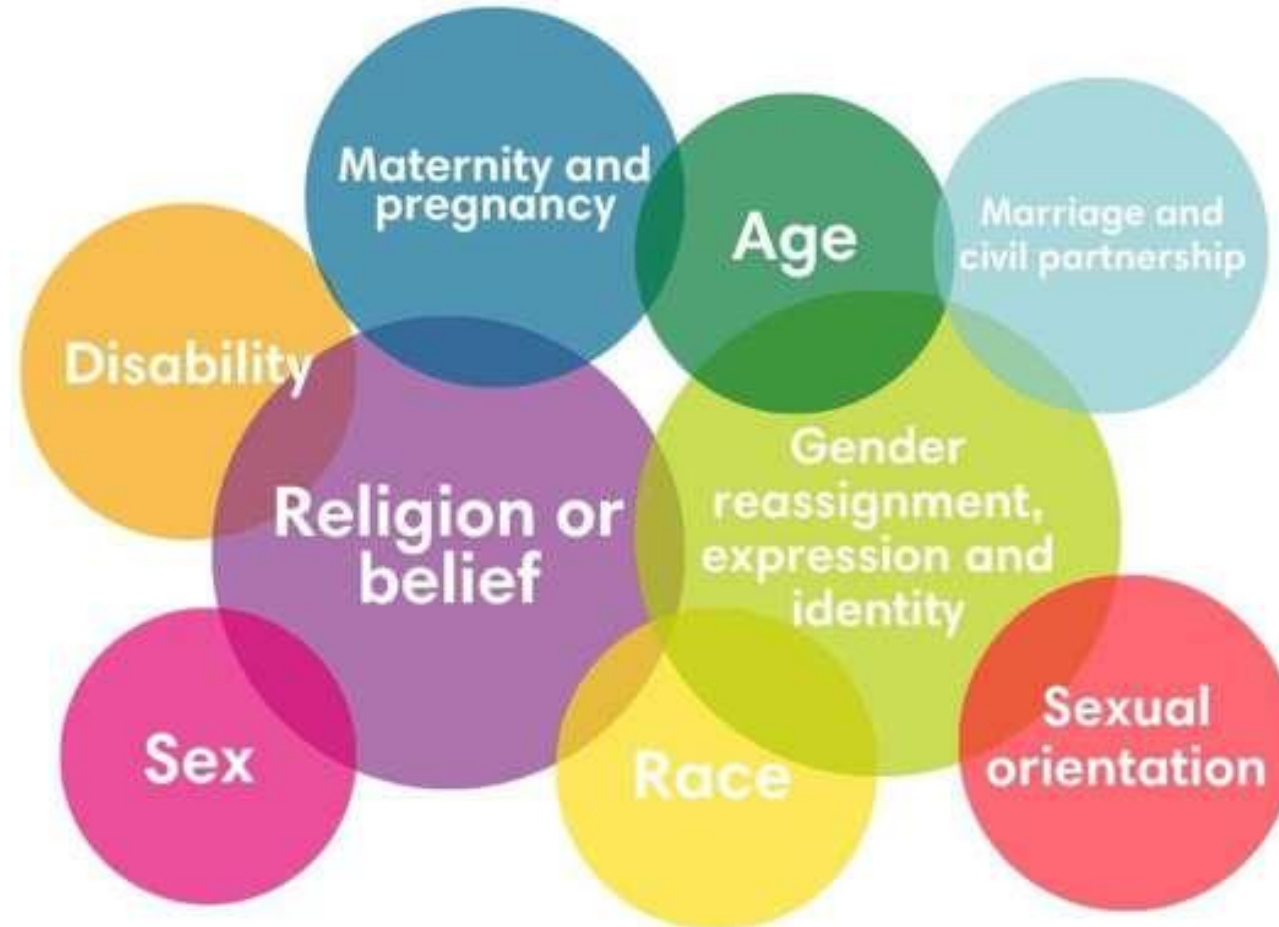
- No matter what type of school they attend, it is important that all children gain an understanding of the world they are growing up in, and learn how to live alongside, and show respect for, a diverse range of people. When we inspect schools, we assess how well they equip children to do this.
- Some schools have raised questions about what they should teach in relation to the 'protected characteristics' in the Equality Act 2010 and the Department for Education (DfE)'s statutory guidance on relationships education, relationships and sex education and health education ('the DfE's statutory guidance'), particularly the sexual orientation and gender reassignment characteristics.

What OFSTED say continued ...

Inspectors will gather evidence on how schools promote equality and pupils' understanding of the **protected characteristics**. They will use this evidence as part of evaluating and coming to judgements on these areas:

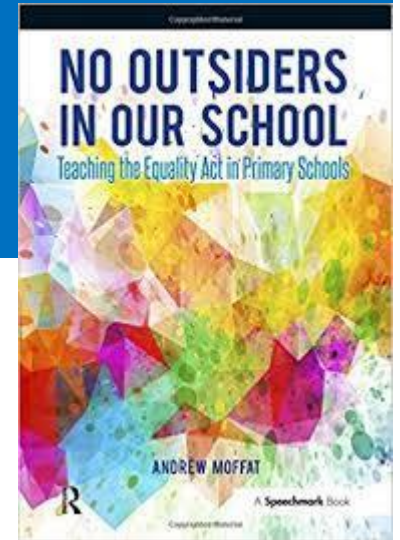
- the personal development of pupils
- If inspectors identify at inspection that a school is not teaching about all the protected characteristics, they will always report on this and will explain how (if at all) it has affected the school's inspection judgements.

Protected Characteristics



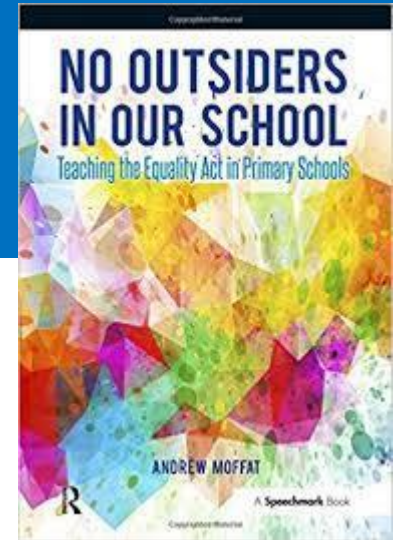
What is No Outsiders about?

At Parkwood Academy, we aim to teach the children to recognise and accept difference. We have a duty to prepare them for modern life in Britain. In school and their future workplace they will be working alongside peers and colleagues of different race, religion, gender, age, disability and sexual orientation. It is paramount that future generations are able to accept differences, accept the views of others and treat each other with respect, even if they disagree. We expect the children to express their views with kindness and consideration for the feelings of others. Our key message is that we are all equal and we all belong, we are all insiders, there are no outsiders in our school. In order to promote this ethos at High Meadow, we have chosen to use a resource that embeds equality, called '**No Outsiders.**'

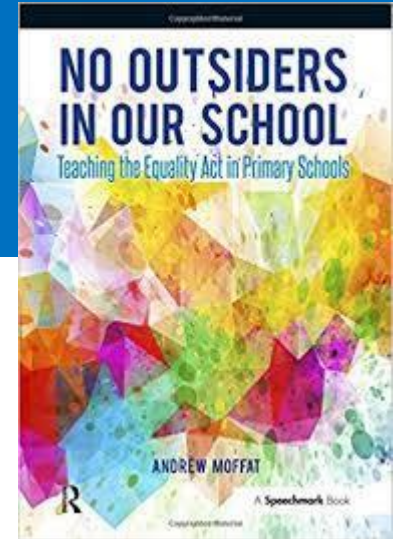


What is No Outsiders about?

This part of the curriculum links to British Values and Social, Moral, Spiritual and Cultural learning (SMSC). As this is part of the school curriculum, every child takes part. No Outsiders supports outstanding teaching and learning. It challenges stereotypes and the use of derogatory language in lessons and around school. No Outsiders strategies reflect and value the diversity of pupils' experiences and provide pupils with a comprehensive understanding of people and communities beyond their immediate experience.



How is it taught?

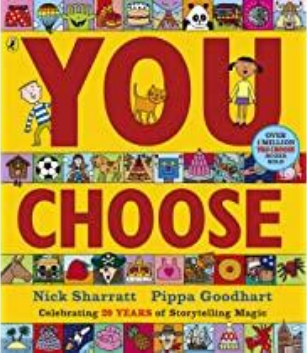
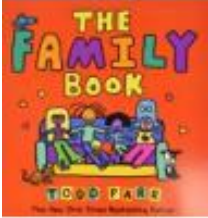
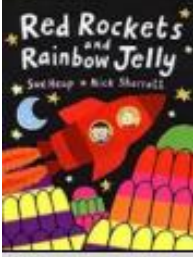




- Through a series of lessons based around common children's picture books.
 - Pupils will be taught the message:
 - **that every individual is equal regardless of their age, gender, race, religion, belief, marital status, transgender identity or sexual orientation**
- and
- **that each individual should be met with respect and tolerance without discrimination or hatred.**

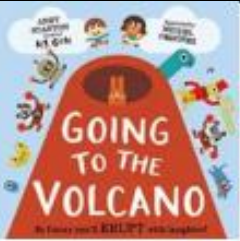
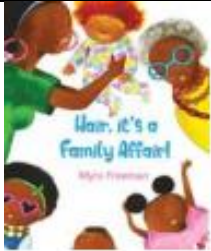
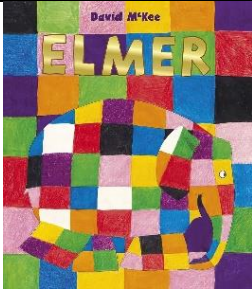

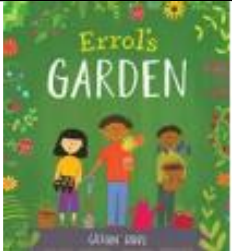
What is our Aim?

- Promote equality of opportunity in schools and prevent discrimination
- Teach children about the Equality Act 2010
- Create a positive culture in the school where all groups of people are welcome
- Teach children to be comfortable in their own skin while recognising and celebrating difference and diversity in others
- Prepare children to contribute to society and life in Britain as they grow up

Reception

| Autumn 2 | Spring 1 | Spring 2 | Summer 1 | Summer 2 |
|---|---|---|---|--|
| Making choices | All families are different | Its ok to like different things | To celebrate my family | To make a new friend |
|  <p>https://www.youtube.com/watch?v=MI m_H01Z6Ss</p> |  <p>https://www.youtube.com/watch?v=MI m_H01Z6Ss</p> |  <p>https://www.youtube.com/watch?v=r3lqWRAwFOc</p> |  <p>https://www.youtube.com/watch?v=d16pjBSu4c</p> |  <p>https://www.youtube.com/watch?v=IZ6S5KOIECU</p> |

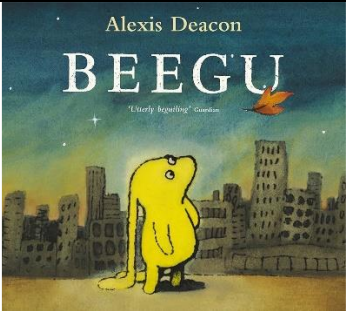
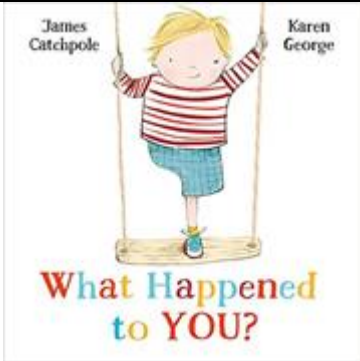
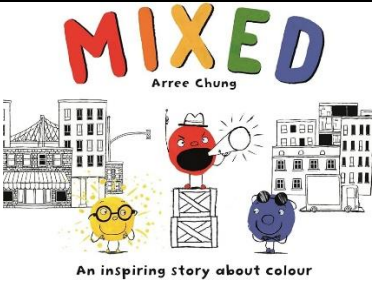
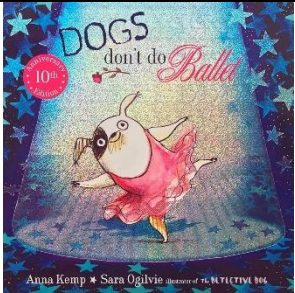
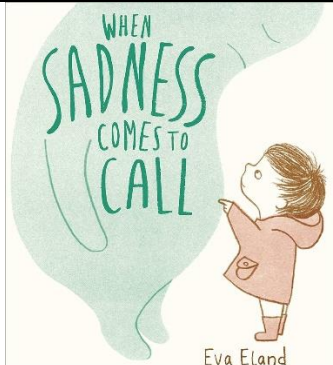
Year 1

| Autumn 2 | Spring 1 | Spring 2 | Summer 1 | Summer 2 |
|--|--|--|---|--|
| To join in | Proud to be me | I like the way I am | I share the world with lots of people | To work together |
|  <p>https://www.youtube.com/watch?v=_nbltXIVPFM</p> |  <p>https://www.youtube.com/watch?v=vR_Y-tZzkGM</p> |  <p>https://www.youtube.com/watch?v=nQb3m7ttC5A</p> |  <p>https://www.youtube.com/watch?v=P9DON446O30</p> |  <p>https://www.youtube.com/watch?v=-bcO-2YBV84</p> |

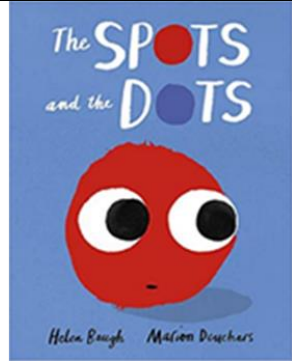
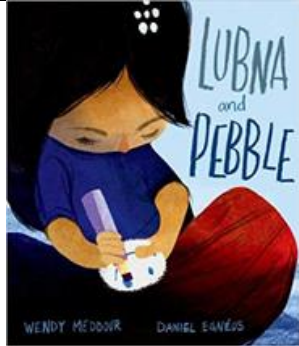
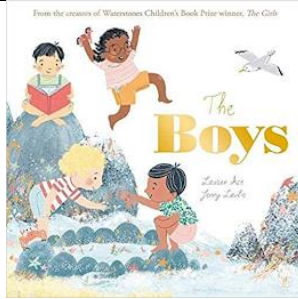
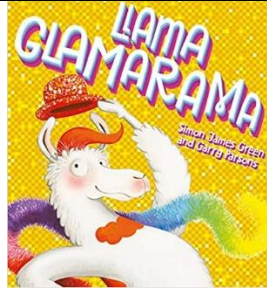
Year 2

| Autumn 2 | Spring 1 | Spring 2 | Summer 1 | Summer 2 |
|--|--|--|--|---|
| To welcome different people | To think about what makes a good friend | To understand what diversity is | To know I belong | Choose kind |
|  <p>https://www.youtube.com/watch?v=BtOM1vWraNg</p> |  <p>https://www.youtube.com/watch?v=ueAoTqkuIMQ</p> |  <p>https://www.youtube.com/watch?v=YNAaqKINQYo</p> |  <p>https://www.youtube.com/watch?v=O5gia39y5uo</p> |  |

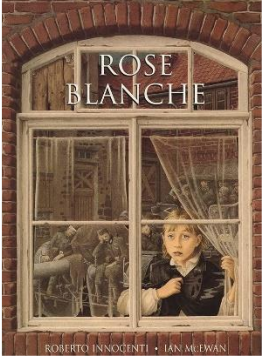
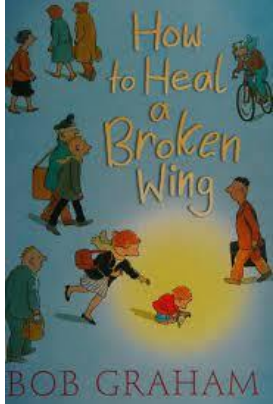
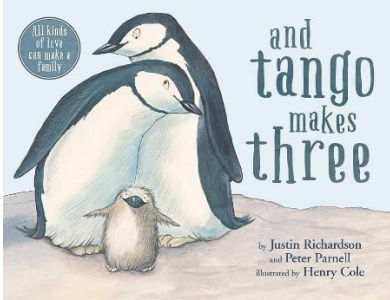

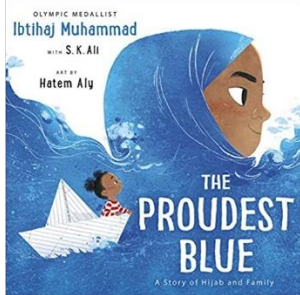
Year 3

| Autumn 2 | Spring 1 | Spring 2 | Summer 1 | Summer 2 |
|---|---|---|---|--|
| what is an outsider? | Can I ask a question? | To consider responses to racist behaviour | to know when to be assertive | To look after my mental health |
|  |  |  |  |  |

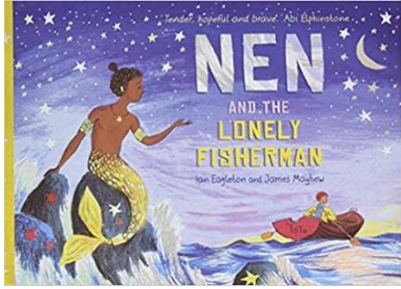


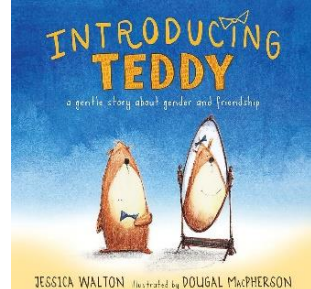
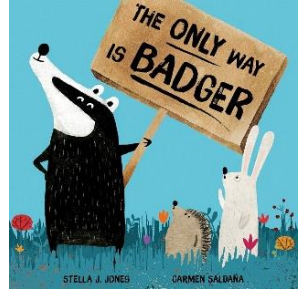
Year 4

| Autumn 2 | Spring 1 | Spring 2 | Summer 1 | Summer 2 |
|--|--|--|---|--|
| What is prejudice and where does it come from? | How do I achieve my dreams? | How do I pass hope on? | How important friendships are in making us feel happy and secure, and how people choose and make friends. | How do I know my difference is accepted? |
|  |  |  |  |  |

Year 5

| Autumn 2 | Spring 1 | Spring 2 | Summer 1 | Summer 2 |
|--|--|---|---|---|
| To explore prejudice and discrimination | To choose to help | To exchange dialogue and express an opinion | To achieve self acceptance | In the UK, who decides what you wear? |
|  |  |  |  |  |

Year 6

| Autumn 2 | Spring 1 | Spring 2 | Summer 1 | Summer 2 |
|--|---|--|--|--|
| How do laws affect me and my rights? | How do ideas change? What is a stereotype, how do we challenge stereotypes? How do I make my voice heard? | What's it got to do with me? | | To consider freedom of speech. |
|  |  |  |  |  |

Will this work prompt my children to ask challenging questions?

Possibly, your child or children trust you and will be likely to ask you questions to test your beliefs and opinions.

Please don't avoid them, talk openly about diversity and equality.

The scheme mentions sexual orientation and transgender identity. Are you teaching gay lessons?

We are teaching about equality. Our school ethos says that everyone is welcome and there are no outsiders. This means that if someone is black, they are welcome in our school; if someone uses a wheelchair, they are welcome in our school; if someone is gay they are welcome in our school.

Are primary children too young to be taught about gay or lesbian people?

Some children grow up in families with gay or lesbian people. We can't say to a child who has two dads, 'You can't talk about your family!' We want all of our children to know that their family is normal and accepted in school.

Our children will all have to interact with people from different backgrounds we want them to treat all members of the community with the same respect.

How will the school tackle homophobic, biphobic and transphobic language.

Just like racism school has a duty of care to challenge any language that may cause offence to others, whether used intentionally or not.

- Phrases such as “that’s so gay” or “that’s a girls/boys toy” when used in a negative manner may unintentionally cause offence to a child or adult.
- School will challenge this language if it is used by children, parents or visitors. We want everyone to feel welcome at Parkwood Academy.

Teaching about equality...

Is teaching about:

- Difference
- Acceptance
- Tolerance
- Diversity
- How to challenge discrimination

Teaching about equality helps our children to prepare for the next stages in their lives.



Any Questions