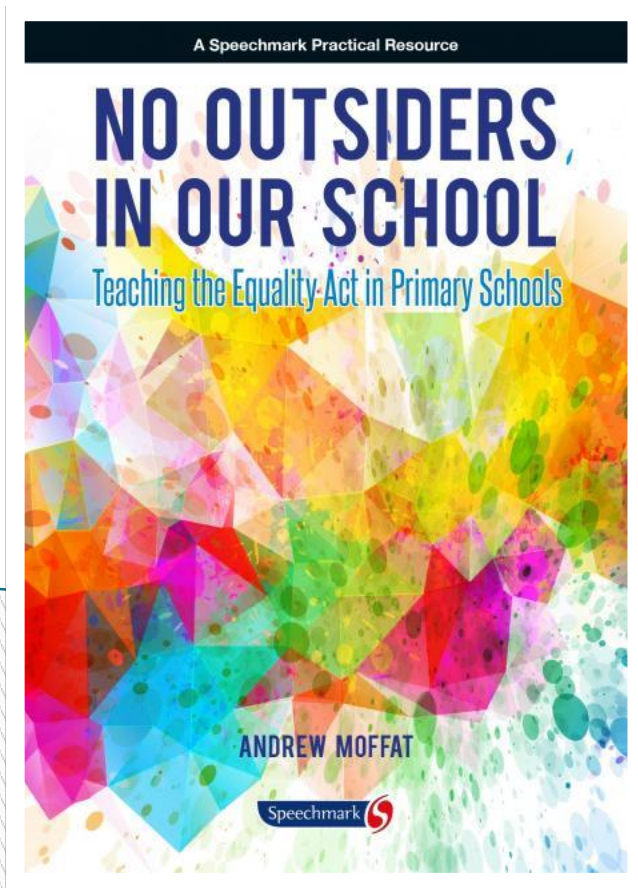




Aspire, Believe, Succeed

'No Outsiders' Parent Workshop



Teaching the Equality Act
at
Featherstone School

What is 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
- ▶ Pregnancy or maternity
- ▶ Race
- ▶ Religion or belief
- ▶ Sex/gender
- ▶ Sexual orientation

(Government, 2010, p1)

The public sector Equality Duty came into force on 5th April 2011 and requires that public bodies (including schools):

- Have due regard to the need to eliminate discrimination
- Advance equality of opportunity
- Foster good relations between different people when carrying out their activities.

(Government Equalities Office 2013, p1)

This makes it clear that promoting some of the protected characteristics of the Equality Act while ignoring others is against UK law.

So why now?

At Featherstone school we constantly reflect on what we are teaching and promoting in school highlighting strengths and weaknesses.

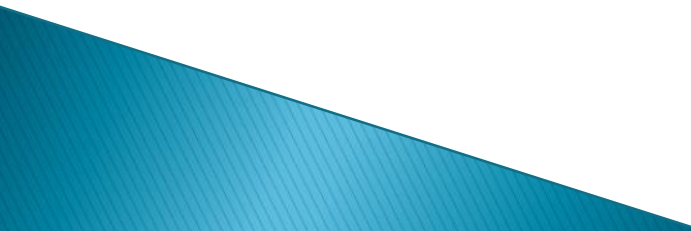
Recent audits of our teaching of British Values showed that we excel in some areas of the Equality Act:

- ✓ religion and belief
 - ✓ race
 - ✓ disability
- 
- A blue decorative triangle with a fine grid pattern is located in the bottom-left corner of the slide.

Some areas we cover but not as well as we could do:

- sex / gender
- age
- marriage

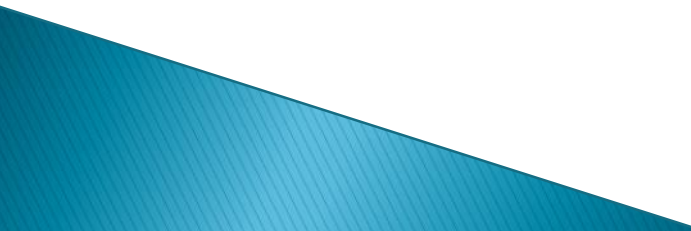
And some areas we do not effectively cover and therefore do not fulfil our duty as part of UK law:

- Sexual orientation
 - Gender reassignment / transgender identity
 - Civil partnership
 - Pregnancy or maternity
- 

To continue to improve teaching and learning at Featherstone

At Featherstone we will address this through a project called 'No Outsiders'.

'No Outsiders' aims to develop the ethos of the school into one where every member of the school community, as well as every visitor through our doors, feels welcome and able to be themselves without fear of discrimination.



How?

Through a series of lessons based around common children's picture books.

Pupils will be taught the message:

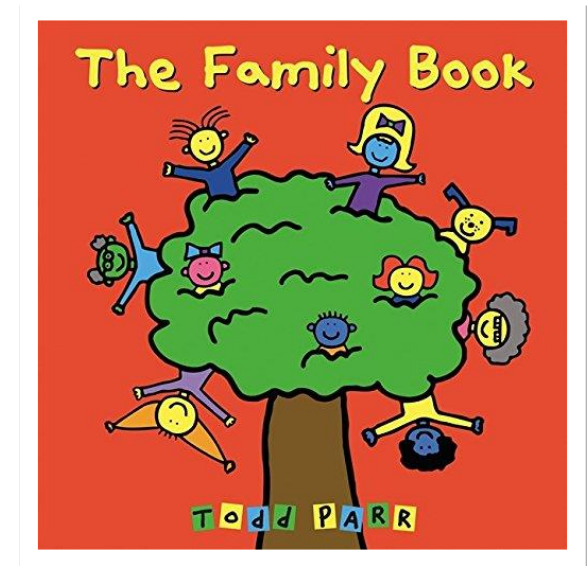
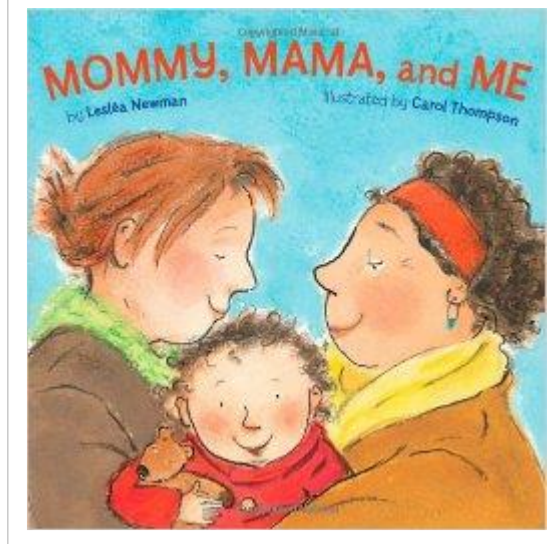
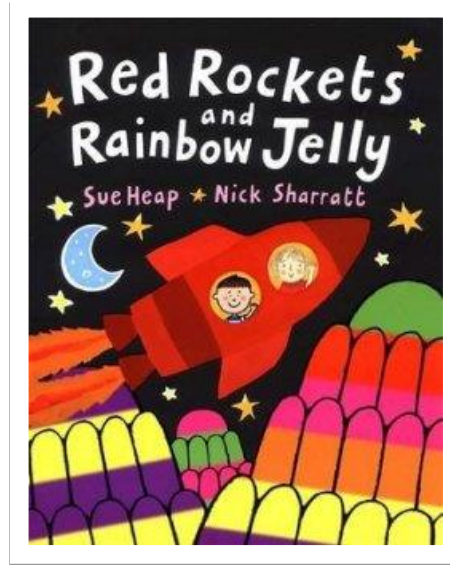
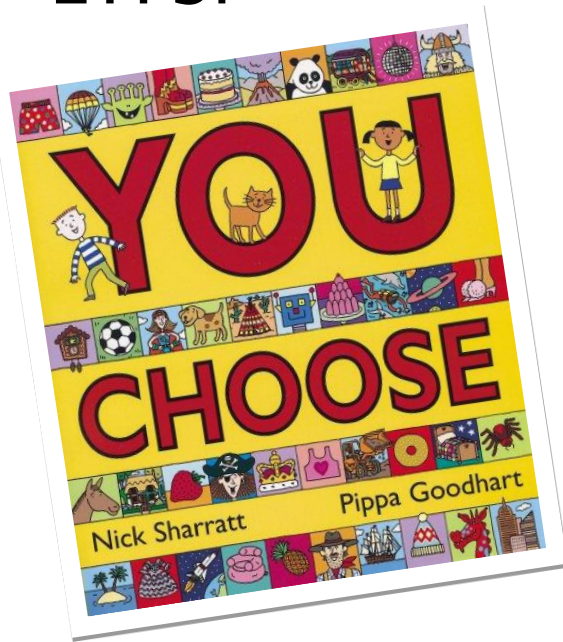
- ▶ that every individual is equal regardless of their age, gender, race, religion, belief, marital status, transgender identity or sexual orientation.

and

- ▶ that each individual should be met with respect and tolerance without discrimination or hatred.

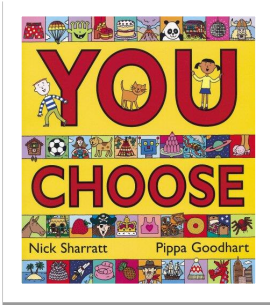
What books are used?

EYFS:

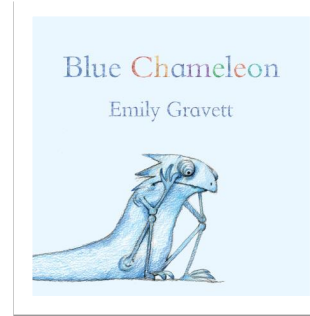


What is the lesson outcome or focus?

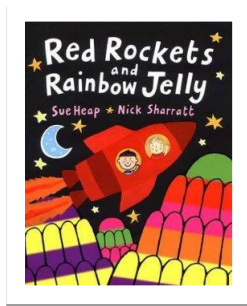
EYFS:



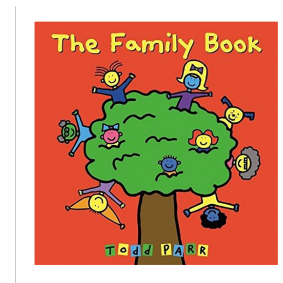
To say what I think



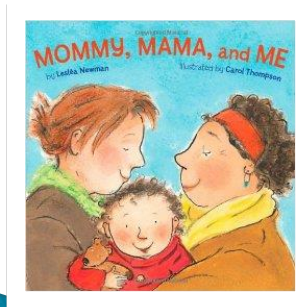
To make friends with someone different



To understand that it is OK to like different things



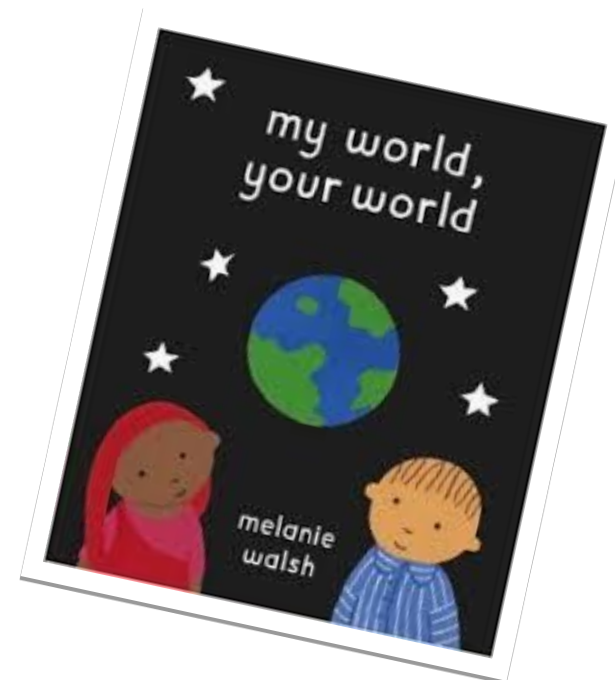
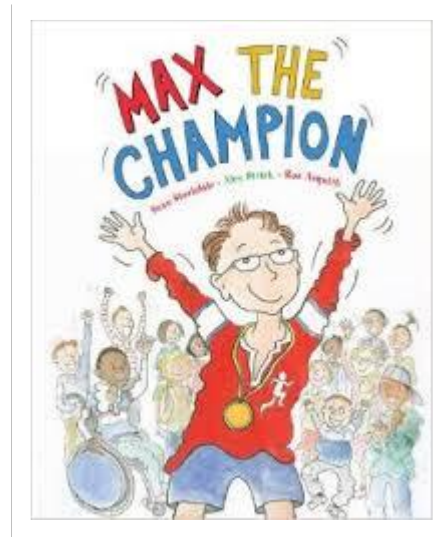
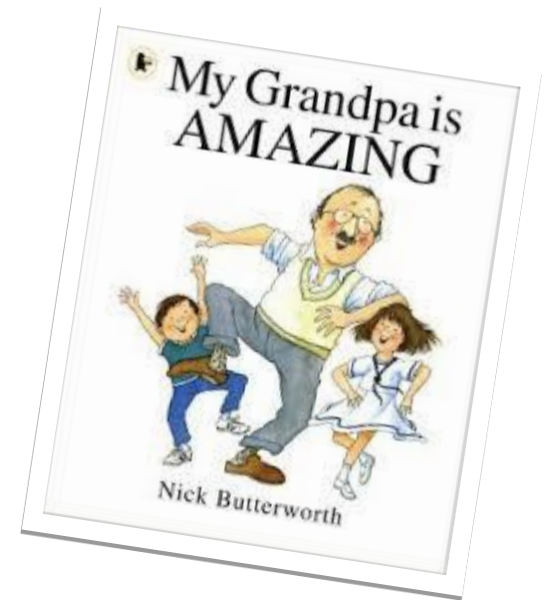
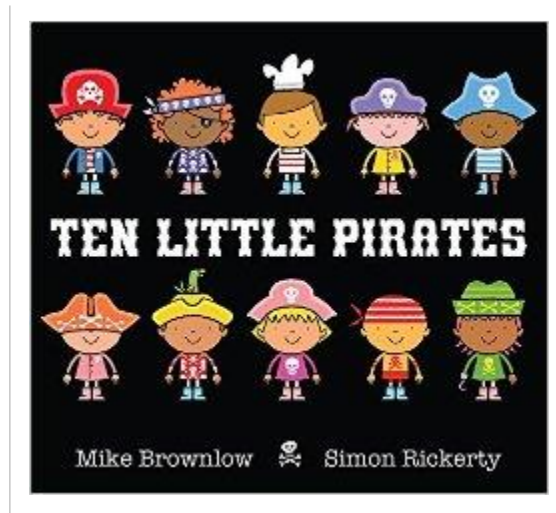
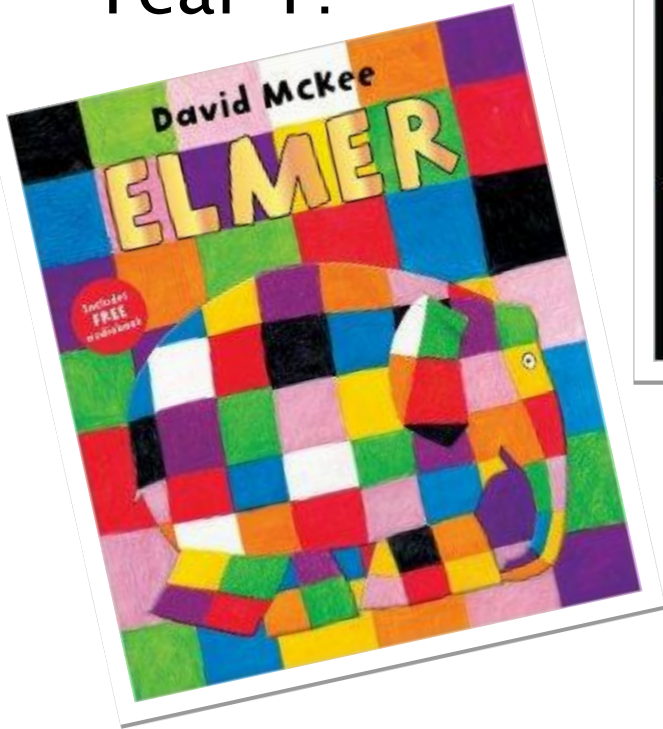
To understand that all families are different



To celebrate my family

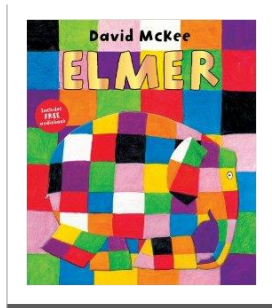
What books are used?

Year 1:

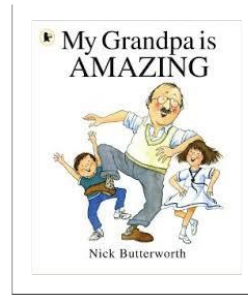


What is the lesson outcome or focus?

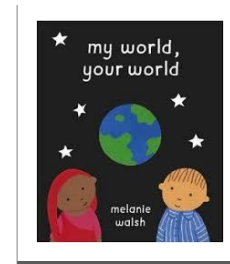
Year 1:



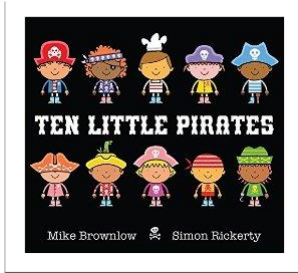
To like the way I am



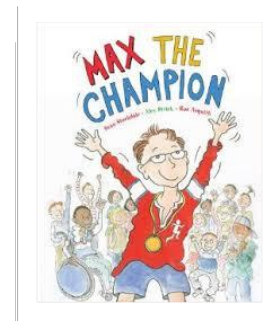
To recognise that people are different ages



To understand that we share the world with lots of people



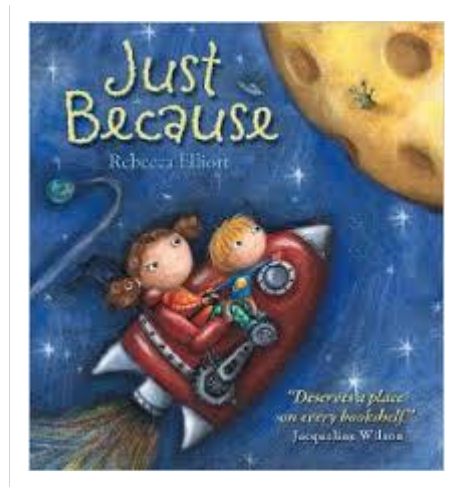
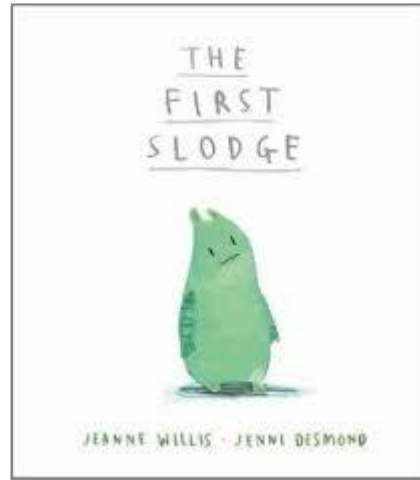
To play with boys and girls



To understand that our bodies work in different ways.

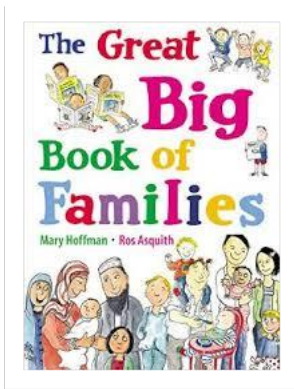
What books are used?

Year 2:

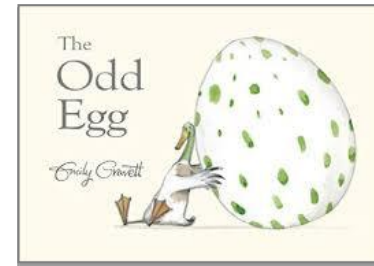


What is the lesson outcome or focus?

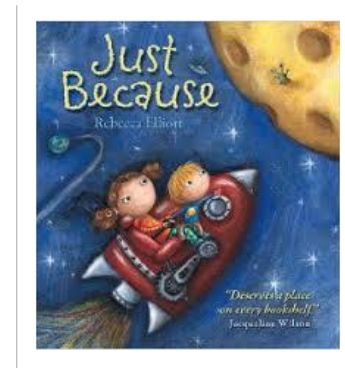
Year 2:



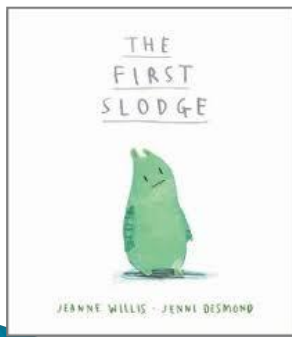
To understand what diversity is



To understand what makes someone feel proud



To feel proud of being different



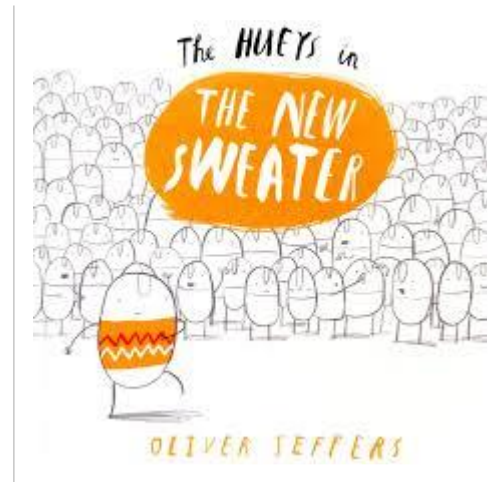
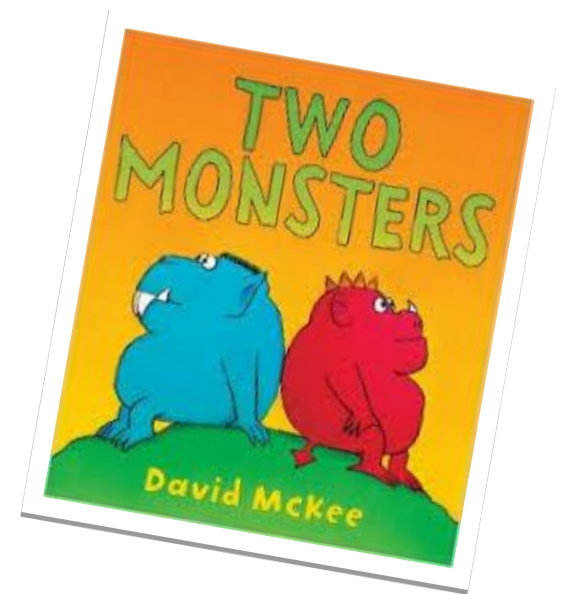
To understand how we share the world



To be able to work with everyone in my class

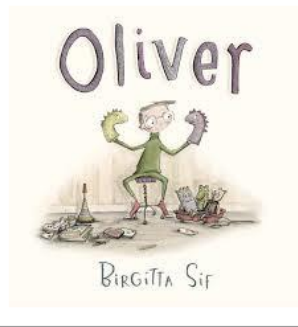
What books are used?

Year 3:

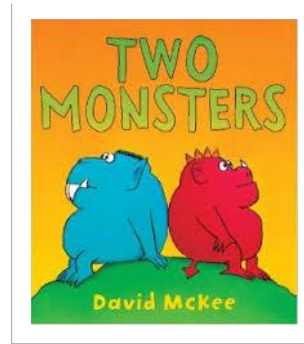


What books are used?

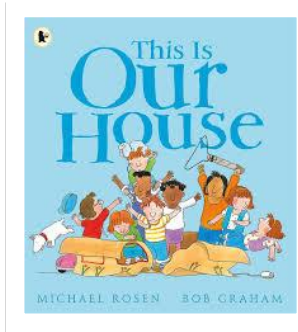
Year 3:



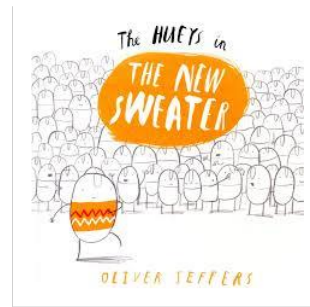
To understand how difference can affect someone



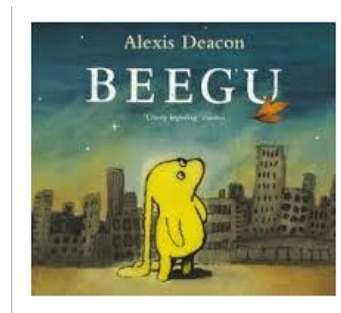
To find a solution to a problem



To understand what 'discrimination' means



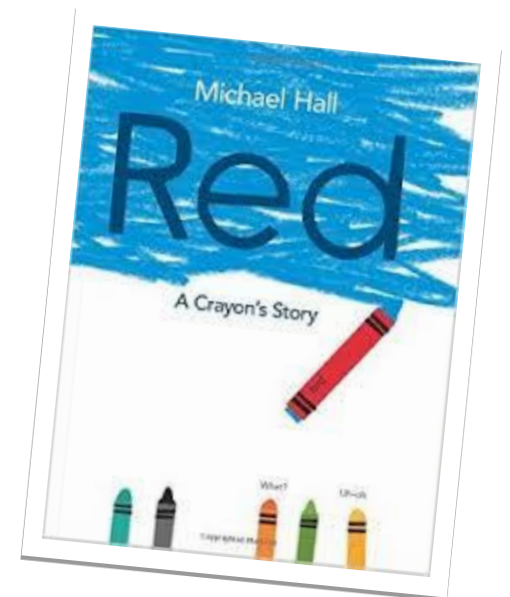
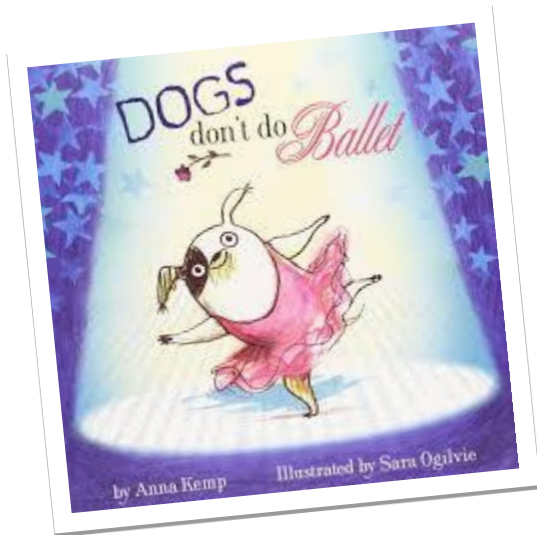
Use strategies to help someone who feels different



To be welcoming

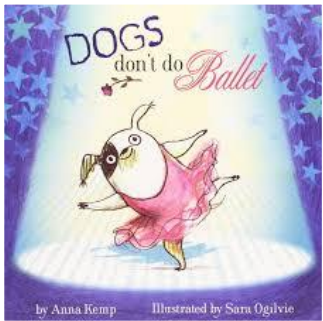
What books are used?

Year 4:

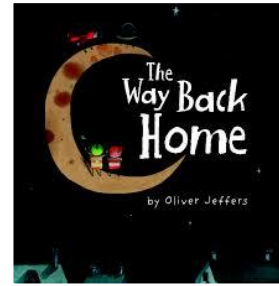


What is the lesson outcome or focus?

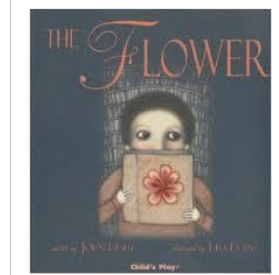
Year 4:



To know when to be assertive



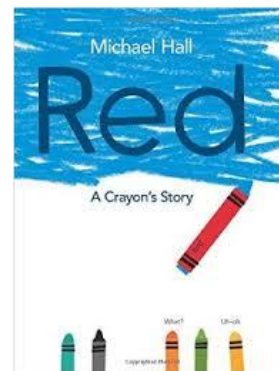
To overcome language as a barrier



To ask questions



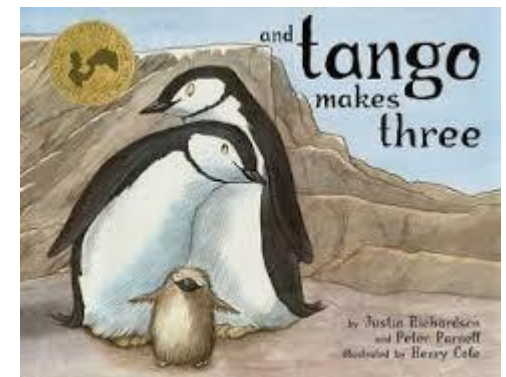
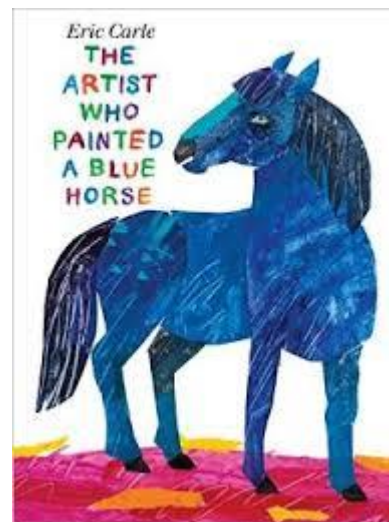
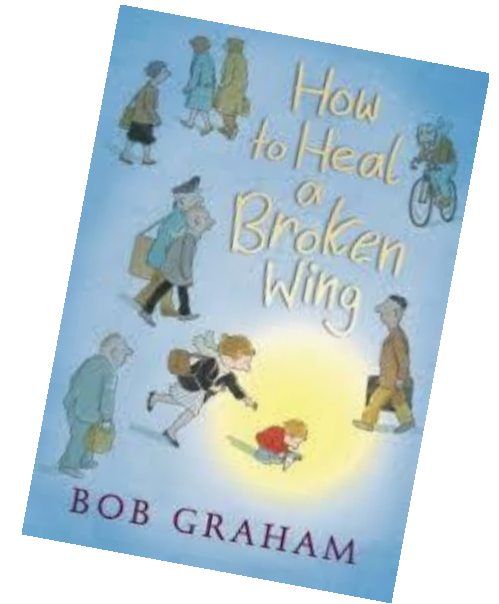
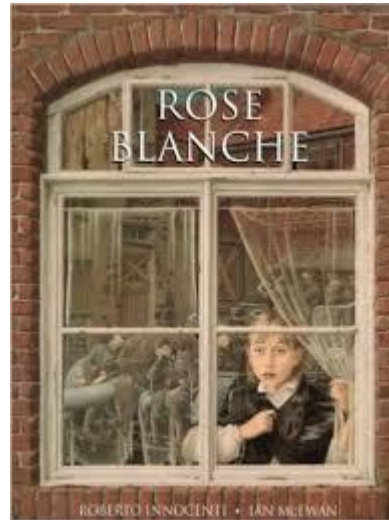
To understand why people choose to get married



To be who you want to be

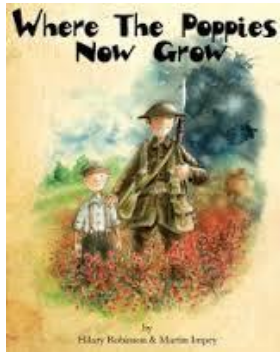
What books are used?

Year 5:

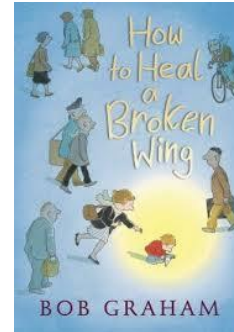


What is the lesson outcome or focus?

Year 5:



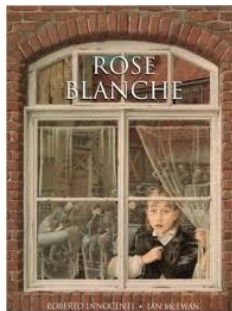
To learn from our past



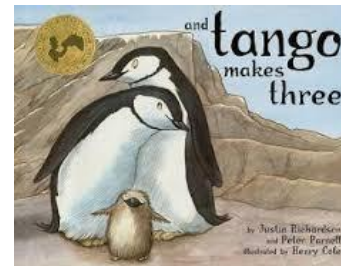
To recognise when someone needs help



To appreciate artistic freedom



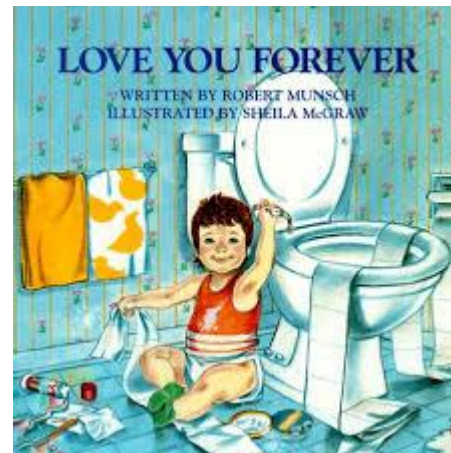
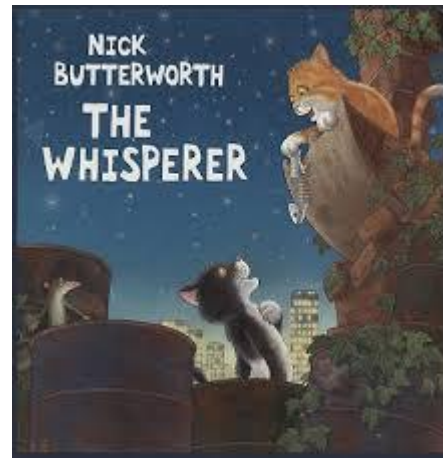
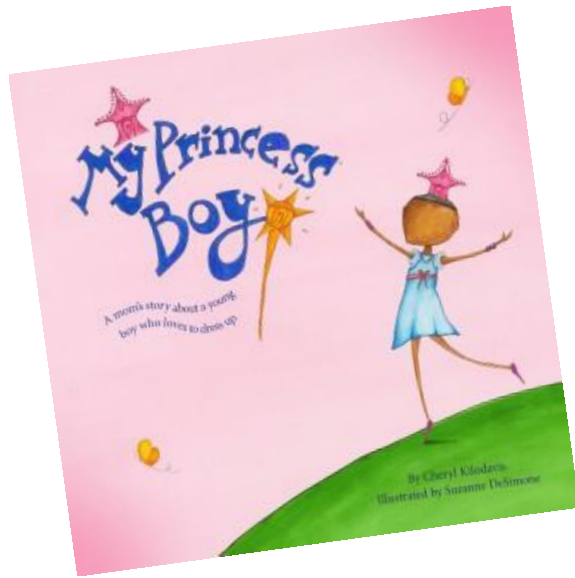
To justify my actions



To accept people who are different from me

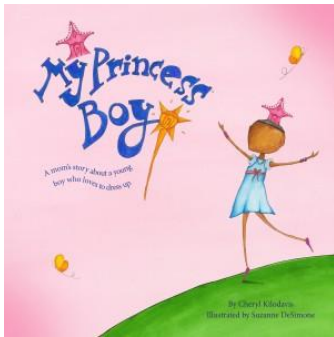
What books are used?

Year 6:

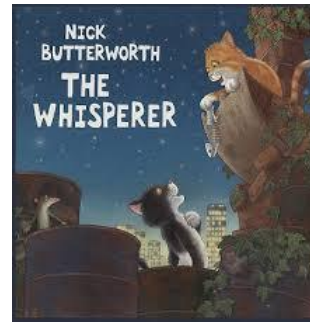


What is the lesson outcome or focus?

Year 6:



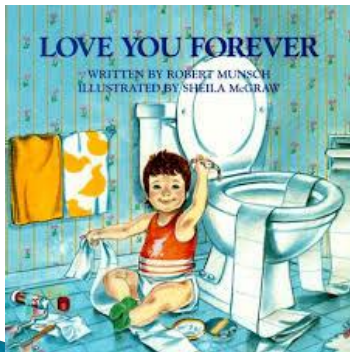
To promote diversity



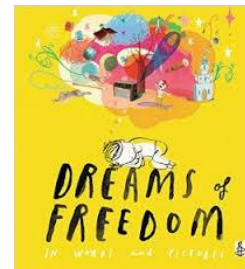
To stand up to discrimination



To challenge the causes of racism



To consider how my life may change as I grow up




To recognise my freedom

Will this work prompt my children to ask challenging questions?

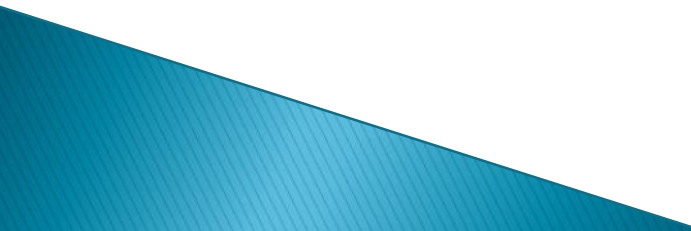
Possibly, your child or children trust you and will be likely to ask you questions to test your beliefs and opinions.

Please don't avoid them, talk openly about diversity and equality. We have created a sheet of possible questions and concerns with some suggestions as to how you might broach the subject. Please take one at the end.



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.

A blue decorative triangle is located in the bottom-left corner of the slide, pointing towards the center.

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.

Tackling 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 Featherstone School.

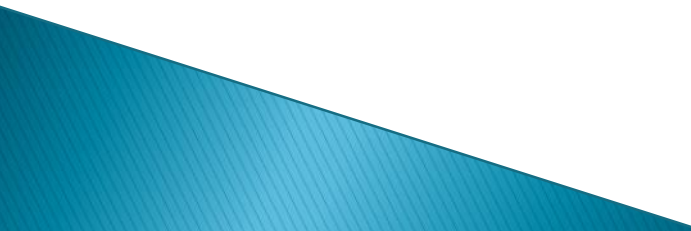
Challenging questions from other schools:

The sheet at the back contains answers to the following possible challenging questions that may arise.

- ▶ How do I explain what 'gay' means to my child?
- ▶ But brothers love brothers and sisters love sisters and fathers love sons does that make them gay?
- ▶ What do I say when my child comes home and asks. 'How can two men love each other?'

- ▶ What do I say if my child comes home and asks, 'how can two men/women have a baby?'

Possible parental concerns or questions

- ▶ But no children are gay here, why does it need to be mentioned?
 - ▶ Can I remove my child from these lessons?
 - ▶ But my religion says that gay is wrong
 - ▶ You are going to make my child gay!
 - ▶ You are confusing my child because at home they are learning that being gay is wrong but at school you are telling them that being gay is OK.
- 
- A blue decorative triangle is located in the bottom-left corner of the slide, pointing towards the center.

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.

A blue decorative triangle is located in the bottom-left corner of the slide, pointing towards the center.