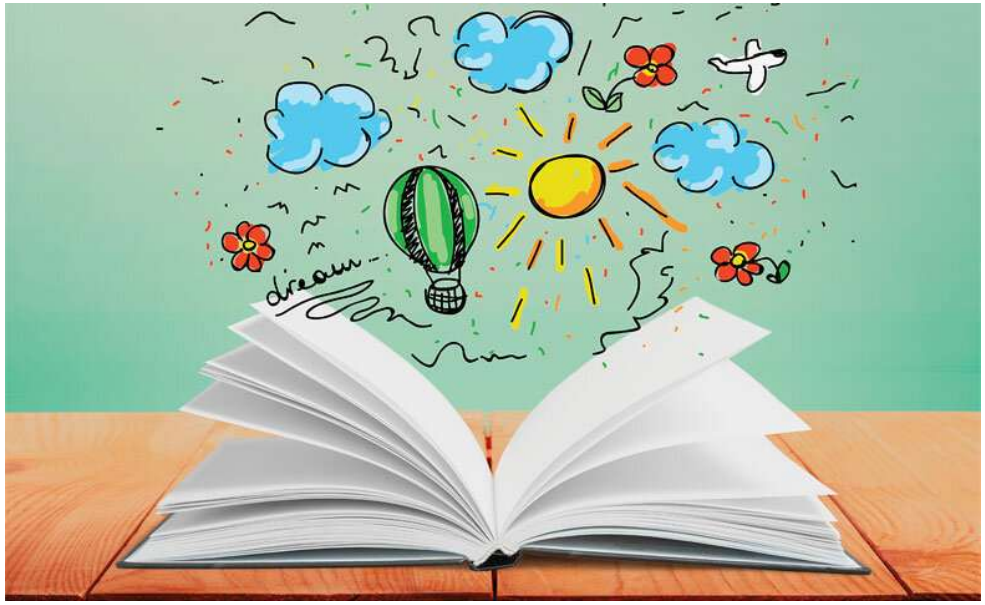
NO OUTSIDERS

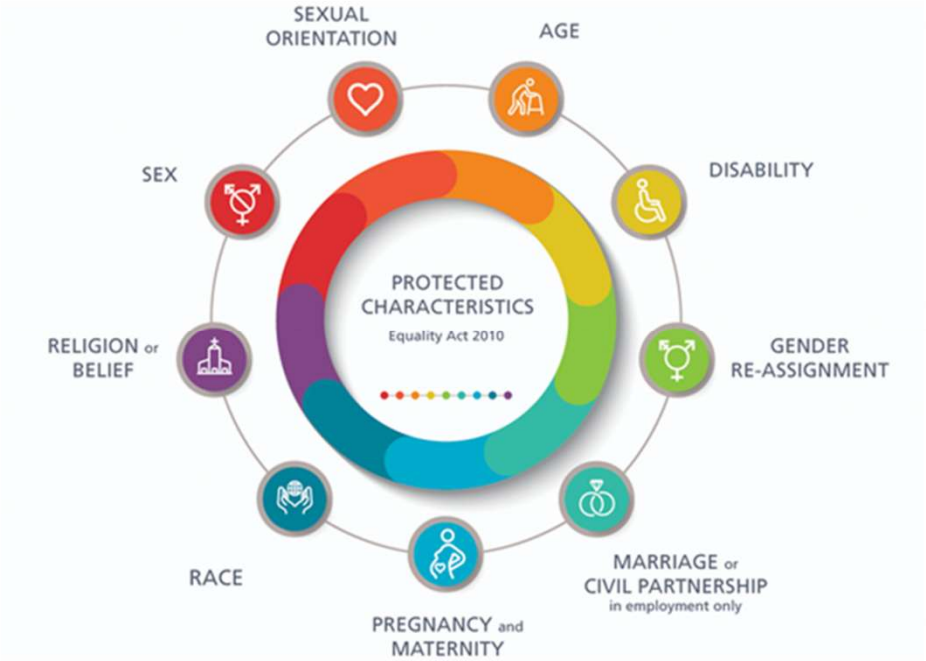
'All different, All welcome'



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



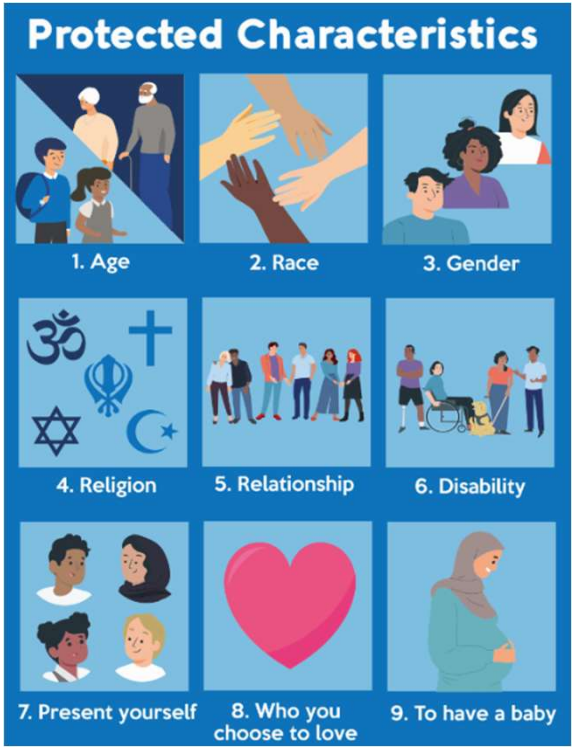
These are known as the 9 protected Characteristics.

What does this mean for schools?

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.

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



Why now?

At Bladon School, we constantly reflect on what we are teaching and promoting in school.

School Development Priorities:

- To continue to increase diversity across the curriculum offer and resources available in school
- To further develop the school's distinctive Christian Character

Curriculum:

- to understand and respect the benefits that exist in a society where difference and diversity are celebrated.
- to respect and accept diversity and difference, to feel that they are never an outsider and to welcome all who they meet.

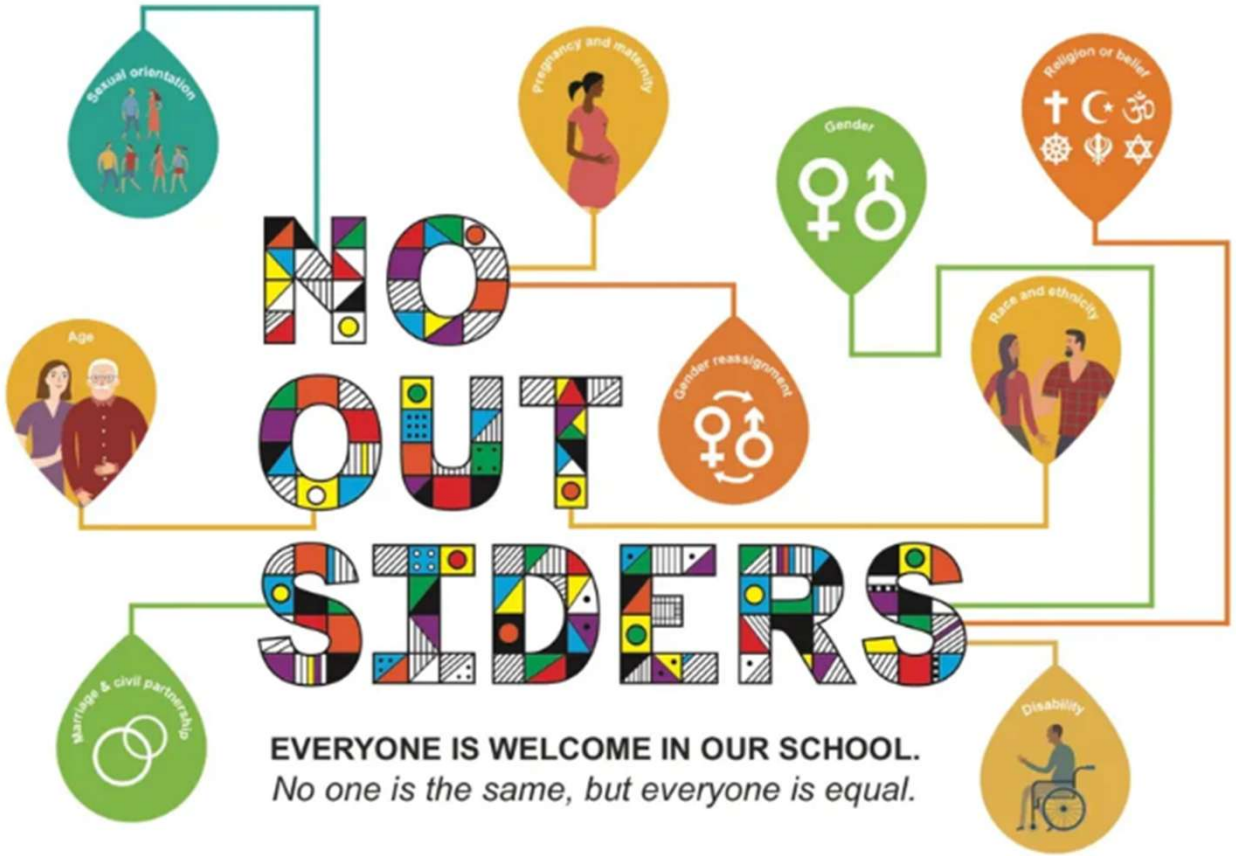
This supports some of our school values of equality, compassion, respect and responsibility.

How can we promote this?

After half-term, we will be starting a project called ‘No Outsiders’.

‘No Outsiders’ aims to develop the ethos of the school so:

- Every member of the school community, as well as every visitor through our doors, feels welcome.
- Everyone can be themselves without fear of discrimination.



How will ‘No Outsiders’ be taught?

Pupils will **not** be taught what to think but:

- The skills to think and reason
- To form an opinion
- To agree and disagree respectfully.
- It’s okay to have a different opinion.
- Encouraged to make up their own mind.

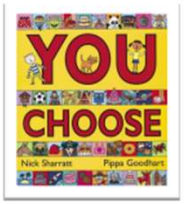
Pupils will be taught the message that:

- Every individual is equal regardless of their age, gender, race, religion, belief, marital status, transgender identity or sexual orientation.
- Each individual should be met with respect and tolerance without discrimination or hatred.

The Books…

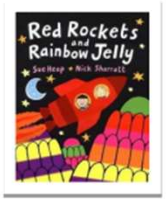
What is the lesson outcome or focus?

EYFS:



To say what I think

To make friends with someone different



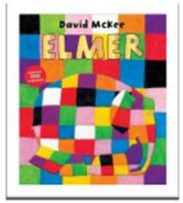
To understand that it is OK to like different things

To understand that all families are different

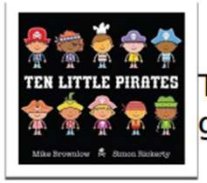
To celebrate my family

What is the lesson outcome or focus?

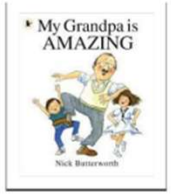
Year 1:



To like the way I am



To play with boys and girls



To recognise that people are different ages

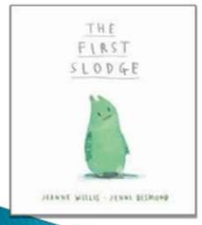
To understand that we share the world with lots of people

To understand that our bodies work in different ways.

What is the lesson outcome or focus?

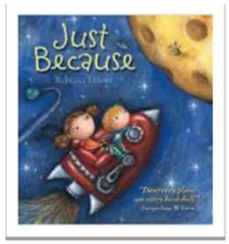
Year 2:

To understand what diversity is

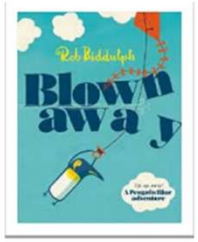


To understand how we share the world

To understand what makes someone feel proud



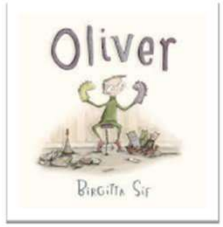
To feel proud of being different



To be able to work with everyone in my class

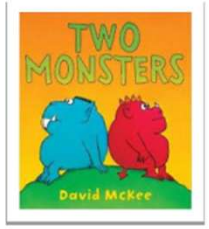
What books are used?

Year 3:

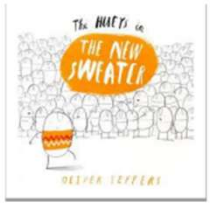


To understand how difference can affect someone

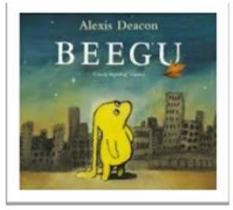
To understand what 'discrimination' means



To find a solution to a problem



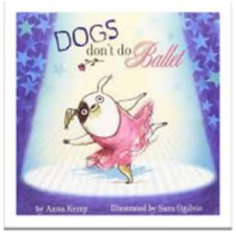
Use strategies to help someone who feels different



To be welcoming

What is the lesson outcome or focus?

Year 4:

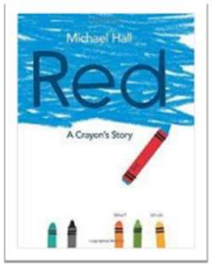


To know when to be assertive

To understand why people choose to get married

To overcome language as a barrier

To ask questions

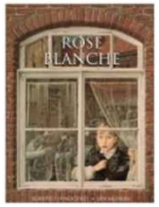


To be who you want to be

What is the lesson outcome or focus?

Year 5:

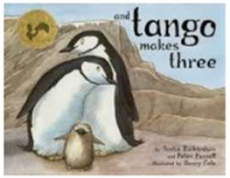
To learn from our past



To justify my actions

To recognise when someone needs help

To appreciate artistic freedom



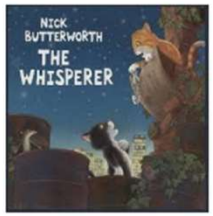
To accept people who are different from me

What is the lesson outcome or focus?

Year 6:

To promote diversity

To consider how my life may change as I grow up



To stand up to discrimination

To challenge the causes of racism

To recognise my freedom

Example lessons

Year 1

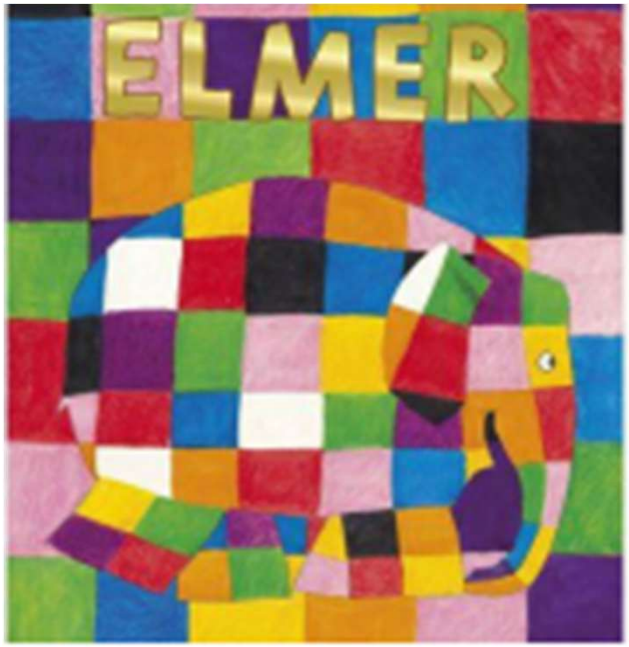
Do they all look the same? How do you think Elmer feels about looking so different?

“Elmer felt something was wrong…” what do you think he was worrying about?

What advice would we give to Elmer if he was in our class? Should he change to look like all the other elephants?

Children colour their own different elephant to join the parade at the end of the story. They could write a sentence to tell Elmer he is beautiful being different and should not change.

Why did Elmer want to fit in? Does Emer always like being different? What does Elmer learn in the story? If Elmer was in our class, what would we say to him? What do we say about being different in our school? Why is this about No Outsiders?



Example lessons

Year 5

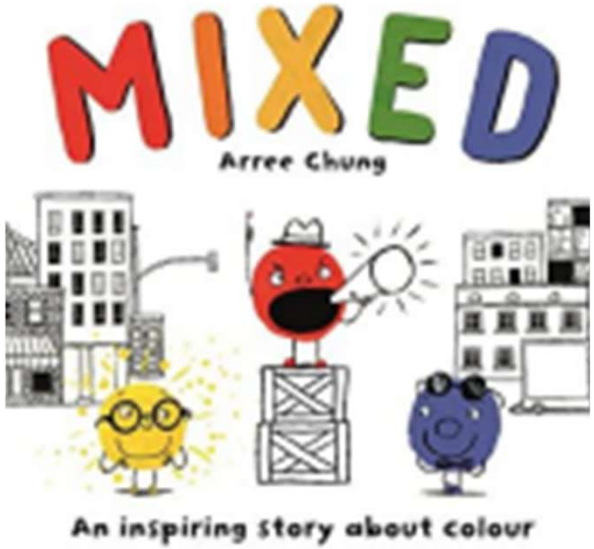
What is racism? Class definition

The first time Red shouts “Reds are best”, *how do the other colours respond? How are the Blues responding? What is the name for separating the town by colour? Why were the other colours unhappy about Yellow and Blue mixing? What did the colours learn at the end of the story?*

Explore ways to respond to Red when they first shout they are best. You could argue back, or you could ask a question (“What do you mean?”) *Why is a question sometimes more effective?*

How do you challenge racist ideas? Ask children to set out a conversation between Red and a Yellow and Blue couple. *Can you change Red’s mind?*

Can people with racist ideas change? Yes, they can! There is a tattoo parlour in Texas where the owner removes racist tattoos for free. People donate money to him so that he can provide the service without charging. He can’t remove the tattoo but he can cover it over, *what does that show about people and ideas? How do ideas change? Why is this about No Outsiders?*



Will this 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.

- In the parent booklet, it gives you ideas on how to answer some of those questions.

The scheme mentions sexual orientation and transgender identity – are you teaching these in No Outsiders lessons?

We are teaching children to be proud of who they are and to accept others. We teach non-judgement and acceptance. Everyone is welcome in our school.

We are preparing children for life in modern Britain where the Equality Act is law, and we can't pick and choose which bits of the Equality Act 2010 we are comfortable with and which bits we are not.

Equality is for all people.

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

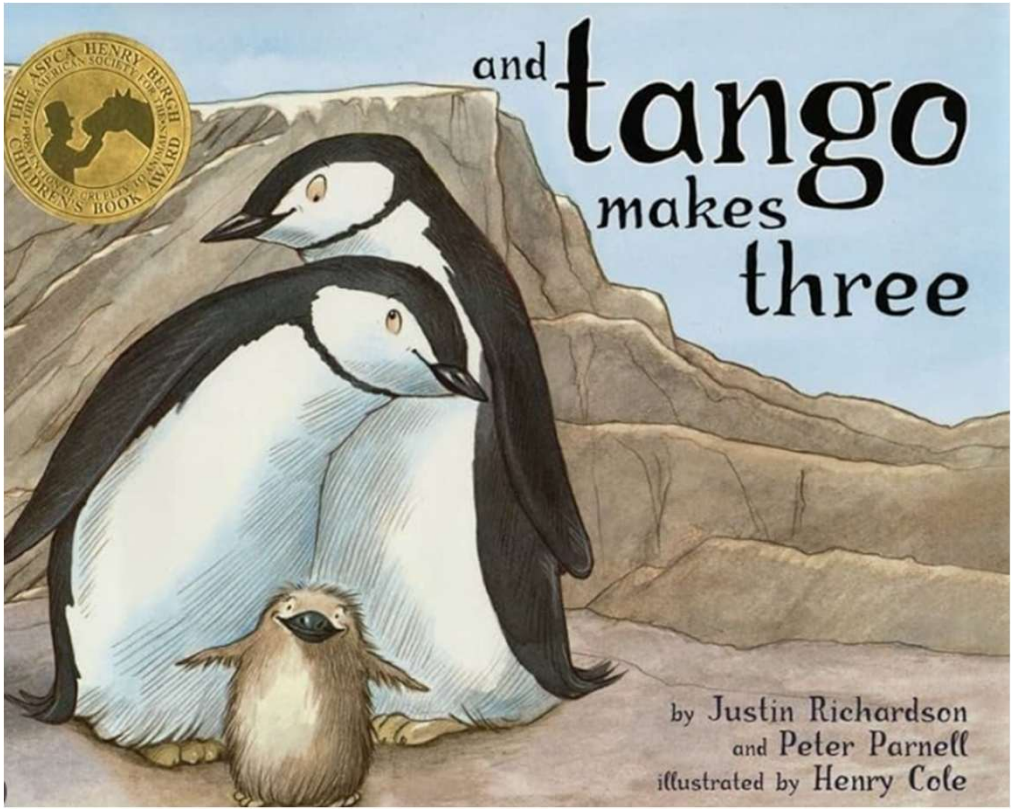
Some children grow up in families with gay, lesbian or transgender people. We can't say to a child who has two dads, 'You can't talk about your family!' We want all of our children to know that their family is normal and accepted in school.

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 you consider different faiths and their beliefs?

There are different beliefs in the world about LGBT+ equality and the No Outsiders lessons reflect that. For example, the aim of the year 5 lesson is ‘to exchange dialogue and express an opinion.’ We talk about how this book is banned in some countries and we encourage children to develop their own thoughts and responses to this.

We do not tell children what to think. The emphasis is on accepting and embracing difference rather than ‘celebrating’ difference. We can have opposing views and still have respect for each other.



Tackling homophobic, biphobic and transphobic language

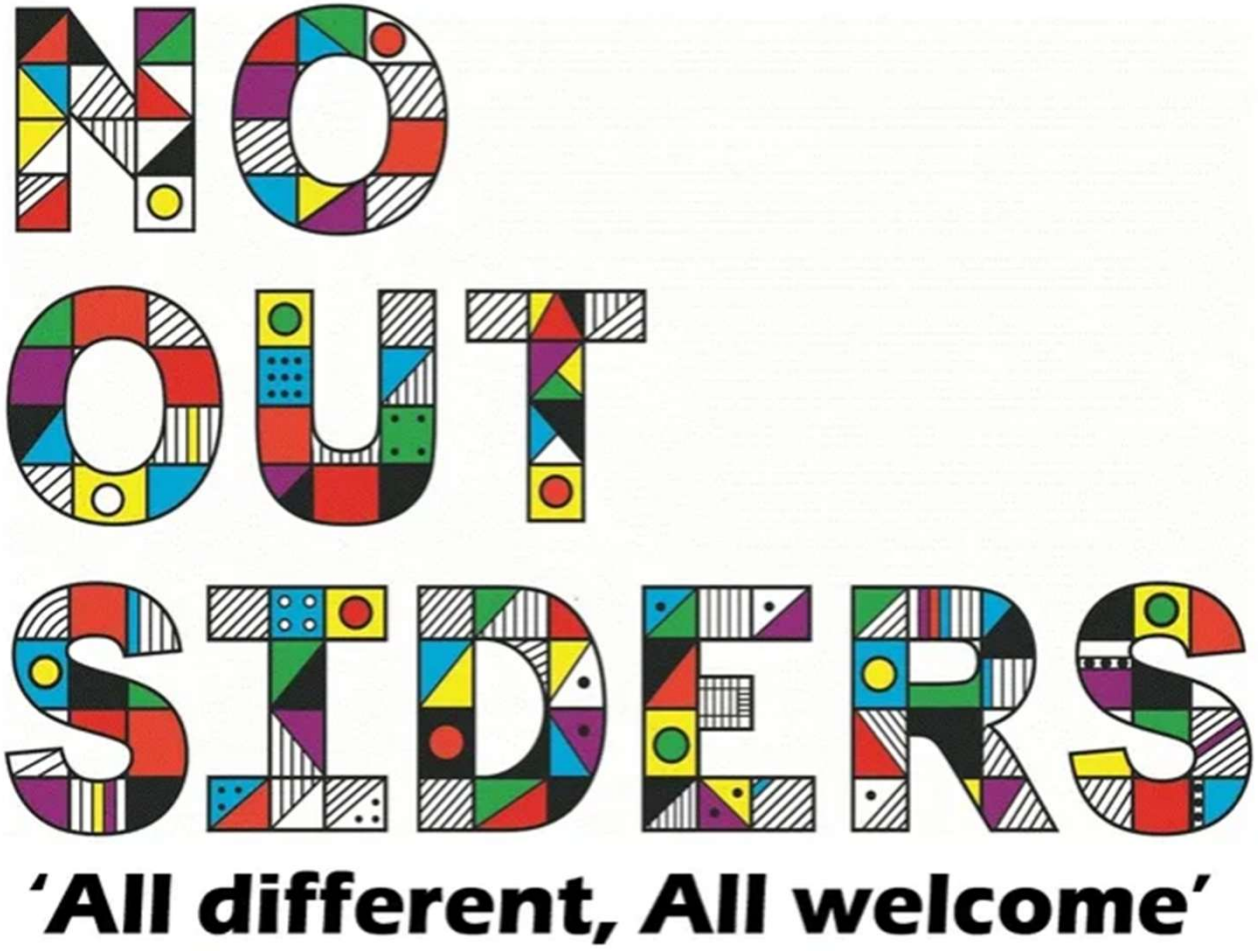
Just like racism, our school has a duty of care to challenge any language that may cause offence to others, whether used intentionally or not.

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.

We will challenge this language if it is used by children, parents or visitors. We want everyone to feel welcome at Bladon School.

Teaching equality

Teaching 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.