

## Equality and Inclusion

Britain is a diverse and multicultural country that is rich in tradition and culture. We believe that it is imperative that children at Rose Wood gain a real understanding and appreciation of others, their cultures, traditions, and ways of life. We want to equip our children with an understanding of our diverse society, and the ability to co-exist with a range of people.

The Equality Act 2010 strengthened the law, protecting people from harassment, discrimination and victimisation. The act introduced nine protected characteristics:



This duty aims to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it

At Rose Wood, we aim to meet the three main aims of this duty by promoting equality and ensuring that children show an understanding tolerance and appreciation of our diverse society. We aim to develop a culture of inclusion and diversity in which all those connected to Rose Wood feel proud of their identity and are able to participate fully in school life. We believe that diversity is a strength, which should be respected and celebrated by all those

who learn, teach and visit here. To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins, all staff strive to provide material that gives positive images based on race, gender, sexual orientation, transgender identity and disability, and challenges stereotypical images. All staff view dealing with incidents as vital to the well-being of the whole school.

Through our school values of 'Be Kind and REAP the Rewards' (Respect, Empathy, Achievement and Pride), promoting equality and celebrating diversity is an ethos across school. The messages are reinforced throughout our curriculum and in the daily life of school. Adults act as role models for this and children are explicitly taught how to develop and demonstrate the skills and attributes needed to be a positive member of modern Britain.

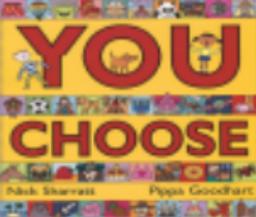
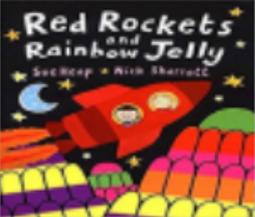
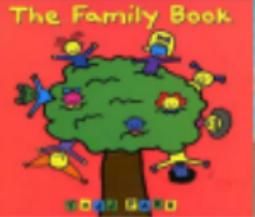
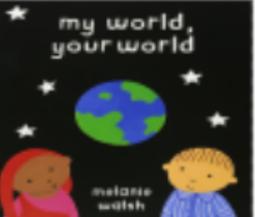
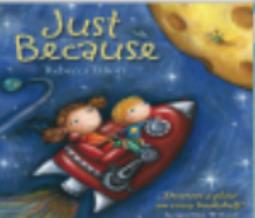
Teaching and learning about protected characteristics is fully integrated into our PSHE programme – SCARF - with age-appropriate content across the spiral curriculum. Some protected characteristics benefit from in-depth coverage that give children time to explore the knowledge and attitudes that will help them develop an appreciation of them. These lessons are shown below. Teaching and learning about the protected characteristics also threads through the vast majority of other SCARF lesson plans.

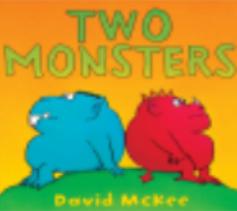
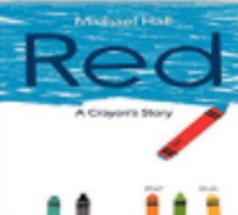
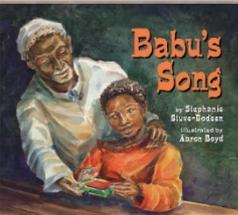
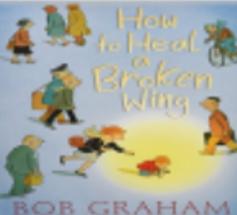
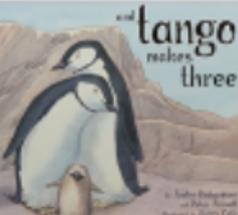
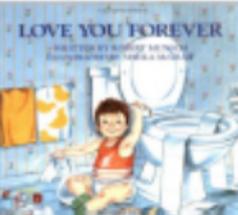
Protected Characteristic	SCARF Lesson:
Age	N Me and my friends R Life stages - plant, animals, humans Y3 Our friends and neighbours Y3 Let's celebrate our differences Y4 Together Y5 Happy being me Y6 We have more in common than not Y6 Democracy in Britain 1 – Elections Y6 Democracy in Britain 2 – How (most) laws are made Y6 Don't force me Y6 Think before you click! Y6 To share or not to share?
Disability	Y3 Let's celebrate our differences Y3 Zeb Y3 I am fantastic! Y6 We have more in common than not Y6 Media manipulation
Gender reassignment	Y3 I am fantastic! Y6 Media manipulation
Marriage and civil partnership	R Life stages – human life stage – who will I be? Y4 Together Y6 Don't force me
Pregnancy and maternity	R Life stages – human life stage – who will I be? R Where do babies come from? Y6 Making babies
Race	N Marvellous Me N I'm special N People who are special to me Y2 What makes us who we are?

	<p>Y3 Our friends and neighbours  Y3 Zeb  Y5 The land of the red people  Y5 Happy being me  Y6 We have more in common than not  Y6 Tolerance and respect for others</p>
Religion or belief	<p>N Me and my friends  N I'm special  N People who are special to me  R Same and different families  R All about me  Y1 Who are our special people?  Y2 What makes us who we are?  Y3 Our friends and neighbours  Y3 Let's celebrate our differences  Y4 Together  Y4 The people we share our world with  Y5 The land of the red people  Y5 Happy being me  Y6 We have more in common than not  Y6/P7 Don't force me  Y6/P7 Is this normal?  Y6/P7 Acting appropriately</p>
Sex	<p>N Girls, boys and families  R Me and my body – girls and boys  Y3 Let's celebrate our differences  Y3 Zeb  Y3 I am fantastic!  Y4 Together  Y5 Stop, start, stereotypes  Y5 Growing up and changing bodies  Y5 The land of the red people  Y5 Happy being me  Y6 We have more in common than not  Y6 Don't force me  Y6 Media manipulation  Y6 Tolerance and respect for others  Y6 Is this normal?  Y6 Acting appropriately</p>
Sexual orientation	<p>N People who are special to me  R Same and different families  R Where do babies come from?  Y3 Our friends and neighbours  Y3 Zeb  Y3 Family and friends  Y4 Together  Y5 Is it true?  Y5 Stop, start, stereotypes  Y6 We have more in common than not  Y6 Don't force me  Y6 Media manipulation</p>

Promoting equality and the protected characteristics is also addressed through our assemblies and in our wider curriculum. For example, Year 2 undertake an enquiry driven learning unit on 'How have these powerful women changed history?' where they look at women's achievements in a range of contexts. We also include events such as 'Black History Month' and 'World Religion Day' in our SMSC calendar for further opportunities for children to develop their understanding.

Through our approach of using quality texts to stimulate and deepen learning, we use the following texts across school to encourage positive and guided discussion of the protected characteristics. At Rose Wood, we strive to create an environment where children can share their opinions and ask questions.

Reception					
Learning Intention	To say what I think.	To understand that it's OK to like different things.	To make friends with someone different.	To understand that all families are different.	To celebrate my family.
Year 1					
Learning Intention	To like the way I am.	To play with boys and girls.	To recognise that people are different ages.	To understand our bodies work in different ways.	To understand that we share the world with lots of people.
Year 2					
Learning Intention	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.

Year 3					
Learning Intention	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.
Year 4					
Learning Intention	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.
Year 5					
Learning Intention	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.
Year 6					
Learning Intention	To promote diversity.	To stand up to discrimination	To challenge causes of racism.	To consider how my life may change as I grow up.	To recognise my freedom.

