Oxley Primary School

everyone's welcome

What is it?

Everyone's Welcome is a scheme designed by Leicestershire County Council and Leicester City Council based upon the "No Outsiders" work written and produced by Andrew Moffat. The driving focus of the programme is that everyone is welcome and there are no outsiders in schools. As children grow up, difference can feel like a barrier to friendship. It is important that children feel proud of who they are and know they are; accepted without judgement and not feel they should have to change to fit in. It is also important that our children understand that differences should be embraced and respected. The programme was launched as a pilot in several schools and has been fully launched after its success.

What does this look like at Oxley?

Everyone's Welcome is taught from EYFS up to Year 6 through a selection of picture books. In Early Years and Years 1 and 2, picture books are used to show where characters are different but regardless of this they are also friends and they play together. The aim is for the children to see themselves reflected in the texts we read.

As children move into Key Stage 2, they explore reasons why some people may feel left out. The scheme aims to prepare them in disagreeing with discrimiation, challenging prejudice and showing acceptance.

What does the law say?
The Equality Act 2010

Difference is protected under British Law. The Equality Act of 2010 has very clear aims providing guidance for schools. As public bodies, we need to:

- **Have due regard for the need to eliminate discrimination**
- **Advance equality of opportunities**
- **Foster good relations between different people when carry out activities.**

The Equality Act refers to nine protected characteristics; these are groups of people. Nobody should face discrimination because of:

- **Race**
- **Religion**
- **Sex**
- **Gender reassignment**
- **Age**
- **Disability**
- **Sexual orientation**
- **Pregnancy/maternity**
- **Marriage/civil partnership**

"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."

Ofsted, August 2023

The lesson plans provided by "Everyone's Welcome" do not explore the individual characteristics. The key element discussed, is difference. All characters in the selected books are different but they all accept one another.

As children become older, discussions may include talking about ways we may be different to others and how their lived experiences might differ from our own. Throughout those discussions, the aim is to encourage the children to be who they are. The books and sessions are not to encourage any child to question their race, religion or gender identity; rather, to encourage children to explore and accept they person they are, and that in school they are welcome and free of judgement in school.

What does Ofsted say?

During Ofsted inspections, inspectors will gather evidence on how schools promote equality and pupils' understanding of the protected characteristics. If schools are not found to be teaching about all of the protected characteristics, this will be included in the report. All primary and secondary school should be able to demonstrate that no form of discrimination is tolerated and that pupils show respect for those who share the protected characteristics.

"If a school does not promote pupils' awareness and understanding of all the protected characteristics effectively, this may result in a requires improvement judgement for personal development."

Ofsted, 2023

Programme Aims:

EYFS

- To understand the importance of friendship.
- To understand that all families are different.
- To celebrate our family.
- To know it okay to like different things.
- To feel confident to say what we think.
- To understand we can make friends with different people.

Years 1/2

- To understand what diversity is.
- To understand the importance of friendship.
- To understand self-acceptance.
- To understand acceptance of others.
- To know where I belong.
- To have self-confidence.

Years 3/4

- To understand that there is more to unite us than divide us.
- To know when to be assertive.
- To be who you wish to be.
- To understand how to be ourselves.
- To accept differences and be inclusive.
- To understand how to deal with uncomfortable emotions.

Years 5/6

- ·To challenge causes of racism.
- To understand immigration.
- To understand the importance of not judging others.
- To understand the importance of celebrating difference
- To understand transgender and transitioning.
- To consider language, the freedom of speech and democracy.

FAQs

Here are some questions that Andrew Moffat responded to after launching "No Outsiders".

How does No Outsiders fit in with RSE guidance?

"Relationships and Sex Education (RSE) guidance is statutory for primary schools. The focus of RSE is relationships: '...the key building blocks of healthy and respectful friendships focusing on family and friendships.'
A key theme of the programme is to form respectful relationships whilst acknowledging difference." The aim is to teach children to be non-judgemental, accepting and welcoming."

Is the scheme teaching children to be gay or trans?

"No. We are teaching children to be proud of who they are and to accept others. The programme teaches non-judgement and acceptance. The aim is to prepare children for life in modern Britain where the Equality Act 2010 is law and we cannot pick and choose which parts are taught. Equality is for all people."

Are children too young to be taught about this?

"Some children have two mummies or daddies and there is nothing confusing about this. Children will encounter differences whether taught in schools or not. There is no sex in this programme. It is about community cohesion and differences being seen as a positive."