



EQUALITY AND DIVERSITY AT SOUTH BADDESLEY



Our policy for equality and diversity over-arches all our work. Staff, children, parents and visitors are expected to uphold our beliefs around equality and have a respect for the diversity we find in our community and in the wider world. It is our duty as educators to teach our pupils about how to be a positive and understanding citizen regardless of their own background and upbringing. It is a moral duty.

Equality means everyone having the same chances to do what they can. This may mean giving some people extra help.

The Equality Act 2010 provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. It simplifies the law by removing anomalies and inconsistencies that had developed over time in the existing legislation, and it extends to the protection from discrimination in certain areas.

Schools cannot unlawfully discriminate against pupils or any member of the school and wider community in relation to the 'protected characteristics'.

Everyone in Britain is protected by the act. The 'protected characteristics' under the act are (in alphabetical order):

age
disability
gender reassignment
marriage and civil partnership
pregnancy and maternity
race
religion and belief
sex
sexual orientation

For those of you who would like to read in more detail – please the links below.

2020-21 Equality and Diversity

Here is an ‘easy read’ version of the Equality Act 2010

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/85012/easy-read.pdf



At South Baddesley we believe in treating everyone with kindness, respect and fairness. Children, parents and staff are all part of our school community and, as such, are valued for their differences and the contributions they make to school life. As a school we hope that our input will extend across the community to ensure that everyone is protected. Our key vision of Strive, Believe, Shine underpins our teaching and conversations surrounding diversity and equality.

It is very important that each child understands diversity in others as well as themselves. Diversity isn't about comparing themselves to others, it is about fostering an understanding of being 'unique' alongside promoting an acceptance of difference and celebrating this.

If we are able to understand diversity, we are further able to feel equally valued for who we really are. Our tolerance and understanding are also heightened and we can all live together in a more peaceful and caring society. If a child leaves South Baddesley with this attitude then we are doing the right thing for our children.

At South Baddesley we are committed to fostering good relations by:

(a) tackling prejudice.

(b) promoting understanding.

Our curriculum for Personal and social and Health education directly promotes the understanding of difference and our day-to-day practice demonstrates a high level of regard for tackling prejudice. We teach our PSHE curriculum through the drivers of People/The World/Literature. These three headings allow us to approach the subject in a wholehearted and thorough manner; often using novels and pictures books to help promote understanding.

'I've heard my child talk about 'empathy'. Where did this come from?'



A key word which your child should be presenting to you from their learning is **EMPATHY**. Empathy is the ability to understand and share the feelings of another. Without empathy, understanding and tolerance cannot be achieved. Our pupils live in a small bubble. We can't 'recreate' a multicultural society in the same way an inner-city school could. However, this is not a barrier. This should not be a reason to ignore diversity. It is a reason to approach and encompass it more. Our pupils should, by the time they leave South Baddesley, be able to understand and interpret the feelings and experiences of others through their learned skills of EMPATHY.

What can you as a parent do?

We will do everything we can as educators to achieve these goals within school but if you feel you would like to explore this further at home with your child then below are some links to books, websites and charities.

Websites

<http://www.nhs.uk/Livewell/Bullying/Pages/Homophobicbullying.aspx>
(Issues surrounding homophobia and bullying)

<http://www.nasuwat.org.uk/MemberSupport/NASUWATPublications/PrejudiceRelatedBullying/index.htm>
(Talking about racist comments and how to deal with them)

Literature

How to Be an Antiracist by Dr. Ibram X. Kendi. Kendi asks us to think about what an anti-racist society might look like, and how we can play an active role in building it.

This Book is Anti-Racist by Tiffany Jewell, is a useful tool for discussing racism with children aged 5-15.

Girl, Woman, Other by Bernardine Evaristo. A novel that explores what it's like to be a black woman in modern Britain through twelve very different characters.

The Good Immigrant compiled by Nikesh Shukla. 21 different voices explore why immigrants come to the UK, why they stay and what it means to be 'other' in a country that doesn't seem to want you.

Quarto anti-racist books for kids - a list of anti-racist books to discuss injustice with children

Charities and organisations working to end racism

Mentivity

Mentivity is an inspirational mentoring organisation and alternative educational provision that provides aspirational support for young people, training for schools and parents through 1:1 mentoring, group. Providing Intergenerational Mentoring Through Education in London, Brighton, Kenya and Uganda. [Find out more.](#)

The Advocacy Academy

The Advocacy Academy is a transformational Social Justice Youth Organising Movement for young people from South London who are passionate about creating a more fair, just and equal society. It's the only one of its kind in the UK, but follows in the footsteps of a long line of youth movements who have changed the world. [Find out more.](#)

Stand Against Racism and Inequality (SARI)

Stand Against Racism and Inequality (SARI) provides support for people who have suffered hate crime, including attacks that were racist, homophobic, transphobic and/or sexist. The charity employs trained caseworkers in order to help victims with the mental trauma they are experiencing, to assist with legal proceedings and to refer them to other services that may be of use. [Find out more.](#)

Kick It Out

Kick It Out is an organisation in England that uses football in order to promote equality and inclusivity. "Kick It Out is at the heart of the fight against discrimination for everyone who plays, watches or works in football," it states. Beginning as an independent charity called Let's Kick Racism Out of Football in 1993, Kick It Out was officially established four years later. [Find out more.](#)

Stop Hate UK

Originating in 1995 following the murder of Stephen Lawrence, Stop Hate UK is an organisation committed to supporting people affected by all forms of hate crime across the UK. "Stop Hate UK works alongside local strategic partnerships to tackle hate crime and discrimination, encourage reporting and support the individuals and communities it affects," the charity says. "Our helplines enable people to access independent support and information, 24 hours a day, every day of the year." [Find out more.](#)

Runnymede

Runnymede is a registered charity and think tank that aims to "challenge race inequality in Britain through research, network building, leading debate and policy engagement". The organisation, which is funded entirely by donations, states: "Our authoritative research-based interventions in social policy and practice, and our public engagement with decision makers, will assist policy-makers, practitioners, and citizens, to reduce the risk of our society being blighted by racism and discrimination to the detriment of us all." [Find out more.](#)

Stephen Lawrence Charitable Trust

The Stephen Lawrence Charitable Trust was named after Stephen Lawrence, a black teenager who was murdered at the age of 18 in a racist attack in southeast London. The trust is an educational charity, which was created "to tackle inequality in all forms" and is committed to "transforming the life chances of young people and improving the world in which they live." [Find out more.](#)

Show Racism the Red Card

Show Racism the Red Card is an anti-racism educational charity that uses workshops and training sessions, among other resources, to educate on and combat racism. Founded almost 25 years ago, the organisation uses high-profile football players to publicise its message. [Find out more.](#)

Additional websites

- *Raising Little Allies-To-Be: An Incomplete Guide* - a beautiful resource to explore diversity and equality with children.
- *A Parent's Guide to Black Lives Matter* (pdf) - produced by the London Borough of Croydon
- *How to talk to kids about racism, protests and injustice* – article from [Today.com](#)
- *Talking to kids about race* – article from [National Geographic resource](#)
- *How to talk to your children about race and racism* – [article from the BBC](#)
- The Children's Community School – [Social Justice Resources](#)
- Activities and resources for teaching young children about race - <https://www.redcross.org.uk/get-involved/teaching-resources/talking-with-children-and-young-people-about-race-and-racism>
- <https://schoolreadinglist.co.uk/books-for-topics/teaching-diversity-through-reading-in-primary-schools/>

