

MANCHESTER COMMUNICATION PRIMARY ACADEMY

# CURRICULUM ASPECT OVERVIEW

Equality

Curriculum





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## WHAT

MCPA recognises and celebrates equal opportunities and inclusion as individuals and groups. It recognises that all individuals have an intrinsic right to be nurtured in a way that enables them to reach their full potential, regardless of their sex, race, disability, religion or belief or sexual orientation.

The Equality Act 2010 is the legislation surrounding the topics of equality and diversity. This covers all areas of society and works on the basis of nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnerships
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

## WHY

Work exploring and embracing all 9 protected characteristics is central to our ethos here at MCPA as it ensures that all families are respected and celebrated and all children are allowed to be who they are.

We are proud to be a Manchester school ; we are part of a city that celebrates its diversity with 51.9% of pupils whose first language is not English; we must ensure that children at MCPA are nurtured to learn and grow in an environment where they feel included, accepted and free to be.

Though we work in partnership with parents and carers, consulting and offering the opportunity to come in to discuss concerns, we ultimately must be firm in our drive to support all sectors of our school community, to create a safe, inclusive environment for all children, parents and staff.

## HOW

Our approach to the Equality Curriculum here at MCPA is 3 fold:

**Educate** – The curriculum is planned around key texts, which are carefully chosen to introduce and engage children with characters (fiction/non-fiction) from the 9 protected characteristics. Our everyday curriculum is underpinned by the values of equality and can be seen across National Curriculum subjects. This work is complemented by drop down days and focus weeks which mirror national events i.e. Black History Month/ Mental Health Week.

**Empower** – The curriculum has been planned to use the work of a range of authors, artists, sports people and key figures both historical and current (which are representative of the nine protected characteristics). Reading for pleasure texts celebrate a range of themes linked to the 9 characteristics and are displayed and accessed in phase based diversity libraries. In addition to the curriculum, our school staff team, governors and community provide a highly diverse set of role models to the pupils.

**Evaluate** – Through learning more about the mistakes of the past, we must seek to improve the future. Throughout our curriculum, and interactions in school, children are consistently taught to reflect on their actions and attitudes towards one another in order to make a better future for us all. By embracing, understanding and celebrating diversity, we ensure our pupils become positively contributing members of society and improve outcomes for all.

# LONG TERM PLANS

Autumn 1							
Nursery	Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
<p>Marvellous Me topic - celebrating difference and family trees</p> <p>Black History Month focus on Lewis Hamilton</p> <p>Diversity reflected in continuous provision (musical instruments, stories, arts/crafts)</p> <p>Minibeasts topic - exploring tribes/ cultures around the world</p>	<p>All About Me topic - Looking at different religions and beliefs</p> <p>Black History Month focus on Mo Farah</p> <p>Diversity reflected in continuous provision (musical instruments, stories, arts/crafts)</p>	<p>National poetry day 1st Oct - Hey Black Child by Useni Eugene Perkins</p> <p>Black History Month focus on Mohammad Ali</p> <p>PSHE: Week 5: To learn about some similarities and differences between people.</p>	<p>National poetry day 1st Oct - Talking Turkeys by Benjamin Zephaniah</p> <p>Black History Month focus on Rosa Parks</p> <p>PSHE: Week 5: Black history month class assembly. To learn about some similarities and differences between people from different countries and the importance of cross-cultural friendships.</p>	<p>English/ Topic - Ancient Egypt - Tutankamun and Nefertiti (from Black History kids edition by Stephen Jones Sr.)</p> <p>National poetry day 1st Oct - Clever Trevor by Benjamin Zephaniah</p> <p>Black History Month focus on Nelson Mandela</p> <p>PSHE: Week 5: Understand how we are all connected by our similarities. Week 7: Understand the term 'diversity' and appreciate diversity within school Learn about the need for tolerance for those who are different from us</p> <p>Y3 MFL L1 - To know how community qualities and speaking other languages link. Y3 MFL L2 - To know where French is spoken and why</p> <p>Creative arts: Ancient Egyptian flatbread</p>	<p>National poetry day 1st Oct - Faithless By Quraysh Ali Lansana</p> <p>Black History Month focus on Harriet Tubman</p> <p>Black History Month: Dance workshops (with MCA)</p> <p>Topic - Medicine throughout history: How black and ethnic minority workers help the NHS (invite someone in/ parent link)</p> <p>Mary Seacole and Florence Nightingale</p> <p>PSHE: Week 4: To understand the term 'diversity' and appreciate diversity within school. To recognise and challenge stereotyping and discrimination</p> <p>Y4 MFL L3 - To be able to explain why it's great to speak another language</p>	<p>National poetry day 1st Oct -Still I Rise by Maya Angelou</p> <p>Black History Month focus on Malorie Blackman</p> <p>Black History Month: Dance workshops (with MCA)</p> <p>PSHE: Week 5: Recognise that communities and the people within them are diverse, changing and interconnected. Week 7: Understand the benefits of living in a diverse community and learn to celebrate diversity.</p> <p>Y5 MFL L3 - To understand the value of having another language in terms of employability.</p>	<p>National poetry day 1st Oct - Caged Bird by Maya Angelou and Checking out Me History by John Agard</p> <p>Black History Month focus on Martin Luther King</p> <p>PSHE: Week 4: gain understanding of why BHM is important and celebrated. Week 5: To learn about racial discrimination and its impact on societies, past and present.</p> <p>Creative Arts: exploring the work of Teesha Moore</p>
<p>Show Racism the Red Card (Wear Red Day on Friday 22nd October)</p> <p>Music - on-going, looking at different styles of music and music from around the world</p>							

Autumn 2							
Nursery	Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Diversity reflected in continuous provision (musical instruments, stories, arts/crafts)	Diversity reflected in continuous provision (musical instruments, stories, arts/crafts)	Rosalie Jones - Britain's longest serving black female firefighter	Creative arts: Georges Seurat and Paul Signac (French artists)			RE - Study of Gee Walker	MFL Lesson 3: Christmas in African Franco-phone countries.
Celebrations of different religions and cultures	Challenging stereotypes through texts (Big Bad Wolf)						
Circle time discussions.							
Music - on-going, looking at different styles of music and music from around the world							

Spring 1							
Nursery	Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Diversity reflected in continuous provision (musical instruments, stories, arts/crafts)	Diversity reflected in continuous provision (musical instruments, stories, arts/crafts)		Topic - Africa Where is Africa? Research how people live in a specific country and compare it to our lives.	Topic - The Romans: evidence of BAME soldiers (not slaves) from North Africa living in northern England, who defended Hadrian's Wall.		Creative arts: food from different cultures and different utensils used	Topic - Walter Tull
Arctic Adventures topic - exploring different cultures	Challenging stereotypes through texts (The Gruffalo)		African drumming workshop	Beachy Head Lady			
Music - on-going, looking at different styles of music and music from around the world							

Spring 2

Nursery	Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
<p>Diversity reflected in continuous provision (musical instruments, stories, arts/crafts)</p> <p>Minibeasts topic - tribal art and houses around the world</p>	<p>International Women's Day focus on Nadiya Hussain</p> <p>Real life heroes - challenging gender stereotypes</p> <p>Diversity reflected in continuous provision (musical instruments, stories, arts/crafts)</p>	<p>International Women's Day focus on Nicola Adams</p> <p>Creative Arts: exploring the work of Stanley Chow</p> <p>Topic: The Royal family - Meghan Markle</p>	<p>International Women's Day focus on Emmeline Pankhurst (link to Topic)</p> <p>Topic - Magnificent Mancunians (learning about Alan Turing and Emmeiline Pankhurst). The life and influence of Olive Morris</p>	<p>International Women's Day focus on Grace Darling</p> <p>Topic - The Tudors: Learn about John Blanke</p> <p>MFL L2 - To know where Spanish is spoken and why</p>	<p>International Women's Day and Science week focus on Marie Curie</p> <p>English poetry text - Storm At Sea By Amar Qamar</p> <p>English fiction text- Come on Rain By Karen Hesse</p> <p>Creative Arts - The Great Wave by Hokusai (Japanese Artist)</p>	<p>International Women's Day and Science week focus on Katherine Johnson, Dorothy Vaughan and Mary Jackson (space link)</p> <p>Creative arts: Oscar-Claude Monet (French artist) and Kathleen Dunphy</p>	<p>International Women's Day focus on Mother Teresa</p> <p>Garrett Morgan - science week focus</p> <p>Science - Ibn</p> <p>Topic: The important part played by Asians in the British war effort.</p> <p>Windrush and its part in post-war Britain. 22nd June 1948</p>

Music - on-going, looking at different styles of music and music from around the world

Summer 1							
Nursery	Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Diversity reflected in continuous provision (musical instruments, stories, arts/crafts)	Diversity reflected in continuous provision (musical instruments, stories, arts/crafts)			Topic - Contrasting Settlements: Learn about Nelson Mandela	English class text - The Boy at the Back of the Class by Onjali Rauf KunKush the refugee cat	Creative arts: Greek Style Colosseum Science - Space - Katherine Johnson, Dorothy Vaughan and Mary Jackson	Creative arts: Henri Rousseau (French artist) Topic - The Yanomamo and Kayapo tribes of the Amazon rainforest.
Eid/Ramadan celebrations	Challenging gender stereotypes				RE - Take part in a Ramadan food drive for a local food bank. Topic: looking at immigration from Asia and Africa		
Music - on-going, looking at different styles of music and music from around the world							

Summer 2							
Nursery	Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Diversity reflected in continuous provision (musical instruments, stories, arts/crafts)	Diversity reflected in continuous provision (musical instruments, stories, arts/crafts)	Different family dynamics (within animals)	English - Stories from around the world - Baba Yaga: Russian Anansi: African The Well: Somalian Boy who cried Wolf: Aesop	World Refugee Day - Bob Marley Key Text - The Colour of Home	World Refugee Day - Merhan Karimi Nasser (Iranian refugee) Key Text - The Day The War Came	MFL L1 - Remember where French/ Spanish is spoken outside of France/ Spain and why (empires/colonies) MFL L2 - To understand life as a child in a French/ Spanish speaking country which is in Africa or South America World Refugee Day - Malala Yousafzai Key Text - Malala's Magic Pencil by Malala Yousafzai	World Refugee Day - Anne Frank Key Text - The Journey by Francesca Sanna Looking at indigenous tribes of the Amazon
World Refugee Day - Judith Kerr (author of The Tiger Who Came to Tea) Key Text - My Name is Not Refugee	Refugee Week - Judith Kerr (author of The Tiger Who Came to Tea) Key Text - My Name is Not Refugee	World Refugee Day - Mo Farah Key Text - My Name is Not Refugee	World Refugee Day - Fabrice Muamba Key Text - The Journey by Francesca Sanna				
Music - on-going, looking at different styles of music and music from around the world							

Protected Quality	What we do
Age	<ul style="list-style-type: none"> <li>• Urban Crew work at the local elderly care home</li> <li>• Buddy reading across different year groups</li> <li>• Links to MCA</li> <li>• School council from years 1-6</li> <li>• Community champions in year 6</li> <li>• Mental health training in year 5</li> <li>• Diversity library</li> <li>• Young carers work</li> <li>• Once upon a time</li> </ul>
Disability	<ul style="list-style-type: none"> <li>• Disability sports in PE</li> <li>• Diversity library</li> <li>• School Access plan</li> <li>• Prospect House links</li> <li>• PSHE curriculum links</li> </ul>
Gender reassignment	<ul style="list-style-type: none"> <li>• PSHE curriculum</li> <li>• Targeted support</li> <li>• Non-gendered adult toilets</li> </ul>
Marriage and civil partnerships	<ul style="list-style-type: none"> <li>• PSHE curriculum looking at different families</li> <li>• RE curriculum exploring the role of marriage in religion</li> </ul>
Pregnancy and maternity	<ul style="list-style-type: none"> <li>• Family liaison officer</li> <li>• Community coffee mornings</li> <li>• Mother and Toddler group</li> <li>• Mother and Baby group</li> <li>• Welcoming staff with babies to visit school during parental leave</li> <li>• Baby changing facilities</li> </ul>
Race	<ul style="list-style-type: none"> <li>• National poetry day focus - workshops with Donovan Christopher (<a href="http://www.rappaman.com">www.rappaman.com</a>)</li> <li>• Links across the curriculum, throughout the year</li> <li>• Reflected in continuous provision</li> <li>• Book corners updated</li> <li>• Black history month, key focus person in each year group</li> <li>• International women's day focus</li> <li>• Science week focus</li> <li>• Diversity library</li> <li>• Refugee Week - key texts and focus person to learn about</li> </ul>
Religion and belief	<ul style="list-style-type: none"> <li>• RE curriculum</li> <li>• PSHE curriculum</li> <li>• Visits to places of worship/visits with religious leaders</li> <li>• Diversity library</li> <li>• Whole school celebrations (Chinese New Year, Christmas, Eid)</li> </ul>
Sex	<ul style="list-style-type: none"> <li>• PSHE/SRE curriculum</li> <li>• Nurse visits with workshops</li> </ul>
Sexual orientation	<ul style="list-style-type: none"> <li>• PSHE curriculum</li> <li>• LGBT week</li> <li>• Diversity festival linked to CollaborArt in Summer 2</li> <li>• Diversity library</li> </ul>



## IMPACT

MCPA's focus on equality ensures that:

- We improve the attainment and progress of all pupils, regardless of their circumstances and backgrounds.
- We narrow gaps in attainment between groups of pupils, for example girls and boys.
- We improve school attendance of pupils from particular groups with support from the Family Support worker.
- We increase the participation of particular groups in school activities.
- We reduce prejudice-related bullying and the use of derogatory language and follow up on any situations immediately, on an individual basis, using the school's anti-bullying policy.
- We improve knowledge, skills and attitudes to enable pupils to appreciate and value difference and diversity, for example increasing understanding between pupils from different faith communities.
- We improve the participation and engagement of different groups of parents and communities through the support of our Family Support Team.
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