

MANCHESTER COMMUNICATION PRIMARY ACADEMY

# INTENT AND SEQUENCING

Equality

Curriculum



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## 1: 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, sexual orientation or gender identity.

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

## 2: 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.

## 3: 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:

	Disability	Race	Sex (gender)	Sexual orientation
EYFS	Creative arts: Van Gogh	Creative arts: Kandinsky  Black History Month focus on Mo Farah & Usain Bolt  World Refugee Day - Judith Kerr (author of The Tiger Who Came to Tea) Key Text - My Name is Not Refugee	International Women's Day focus on Nadiya Hussain	Home corner: mum/mum, dad/dad, mum/dad, mum, dad
Yr 1	Creative Arts: Frida Kahlo Stephen Wiltshire  National disability week - Keira Forsythe (Milkfluencers)  Science: Joan Beuchamp Procter	Creative Arts: Frida Kahlo Stephen Wiltshire  Black History Month focus on Nicola Adams  English - Hey Black Child by By Useni Eugene Perkins  World Refugee Day - Mo Farah Key Text - My Name is Not Refugee  Science: Alex Beresford	Creative Arts: Frida Kahlo  International Women's Day focus on Queen Elizabeth II  Science: Maria-sibylla-merian Becky Schroeder  History: Queen Elizabeth II, Lilian Parr and Ella Ann Toone	Creative Arts: Frida Kahlo
Yr 2	Mental Health & Diversity week (exploring mental health through the eyes of protected characteristics)  National disability week - Keira Forsythe (Milkfluencers)	Creative arts: Esther Mahlangu  Black History Month focus on Lewis Hamilton  English - Talking Turkeys by Benjamin Zephaniah  World Refugee Day - Fabrice Muamba Key	Creative arts: Esther Mahlangu  Mental Health & Diversity week (exploring mental health through the eyes of protected characteristics)  International Women's Day focus on Fatima al-Fihri  Science Elizabeth Garrett Anderson Pearl Agyakwa	Mental Health & Diversity week (exploring mental health through the eyes of protected characteristics)  History: Alan Turing

		Text - The Journey by Francesca Sanna  Science Thomas Wyatt Turner Poppy Okotcha Prem Singh Gill Dawood Qureshi	History: Boudicca, Elizabeth II and Emmeline Pankhurst	
Yr 3	Creative arts: Michael Monaco, Keith Salmon  Mental Health & Diversity week (exploring mental health through the eyes of protected characteristics)  National disability week - Keira Forsythe (Milkfluencers)	Creative arts: Hokusai Magdalene Odundo , Sokari Douglas Camp, El Anatsui  Black History Month focus on Nelson Mandela  English - Clever Trevor by Benjamin Zephaniah  World Refugee Day - Bob Marley Key Text - The Colour of Home  Science Charles Henry Turner Patricia Bath  History: Cleopatra	Creative arts: Magdalene Odundo , Barbara Hepworth, Sokari Douglas Camp  Mental Health & Diversity week (exploring mental health through the eyes of protected characteristics)  International Women's Day focus on Dame Kelly Holmes and Nicola Adams  Science Marie Curie Florence Bascom  History: Cleopatra and Alexander the Great	Creative arts: Andy Warhol  Mental Health & Diversity week (exploring mental health through the eyes of protected characteristics)
	Disability	Race	Sex (gender)	Sexual orientation
Yr 4	Creative arts: Van Gogh  Mental Health & Diversity week (exploring mental health through the eyes of protected characteristics)  International Women's Day focus on Sophie Morgan (Milkfluencers)  National disability week - Keira Forsythe (Milkfluencers)	Creative arts: Asia Alfasi  Black History Month focus on Rosa Parks  World Refugee Day - Merhan Karimi Nasseri (Iranian refugee) Key Text - The Day The War Came  Science Lewis Howard Latimer	Creative arts: Asia Alfasi  Mental Health & Diversity week (exploring mental health through the eyes of protected characteristics)  International Women's Day focus on Sophie Morgan (Milkfluencers)  Science: Wangari Maathai  History: Freydis Eiriksdóttir	Creative arts: Roy Lichtenstein  Mental Health & Diversity week (exploring mental health through the eyes of protected characteristics)
Yr 5	Mental Health & Diversity week (exploring mental health through the eyes of protected characteristics)  National disability week - Keira Forsythe (Milkfluencers)  Science	Creative arts: Maaida Noor  Black History Month focus on Muhammad Ali  English - Still I Rise by Maya Angelou (first 6 verses only)	Creative arts: Nadia Janjua, Maaida Noor  Mental Health & Diversity week (exploring mental health through the eyes of protected characteristics)  International Women's Day and Science week focus on	Mental Health & Diversity week (exploring mental health through the eyes of protected characteristics)

	Stephen Hawking	World Refugee Day - Malala Yousafzai Key Text - Malala's Magic Pencil by Malala Yousafzai  Science Brahmagupta	Katherine Johnson, Dorothy Vaughan and Mary Jackson  Science Jane Gooddall Roger Arliner Young (race also) Margaret Hamilton Virginia Apgar  history: Queen Victoria	
Yr 6	Creative arts: Peter Longstaff, Lisa Fittipaldi  Mental Health & Diversity week (exploring mental health through the eyes of protected characteristics)  National disability week - Keira Forsythe (Milkfluencers)	Creative arts: Ibn al-Haytham  Black History Month focus on Martin Luther King  English - Caged Bird by Maya Angelou  World Refugee Day - Anne Frank Key Text - The Journey by Francesca Sanna  Science Hu Xiansu Ibn Al Haytham  History: Walter Tull, Princess Ademola, Ulric Cross and Noor-un-Nisa Inayat Khan	Creative arts: Teesha Moore, Sarah Guppy  Mental Health & Diversity week (exploring mental health through the eyes of protected characteristics)  International Women's Day focus on Dorothy Lawrence  Science Mildred S Dresselhaus Mary Anning  History: Princess Ademola and and Noor-un-Nisa Inayat Khan	Creative arts: David Hockney  Mental Health & Diversity week (exploring mental health through the eyes of protected characteristics)  Science James Miranda Stuart Barry

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> <li>• Mental Health &amp; LGBT history month (focus on impact of protected characteristics on mental health)</li> <li>• UK Disability History Month</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</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>• Black history month - drumming workshops, hair braiding session, street dance workshops, health and wellbeing sessions with parents, assembly with Loti (Miilkfluencers)</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 equality	<ul style="list-style-type: none"> <li>• PSHE/SRE curriculum</li> <li>• Nurse visits with workshops</li> <li>• International Women's day</li> </ul>
Sexual orientation	<ul style="list-style-type: none"> <li>• PSHE curriculum</li> <li>• Mental Health &amp; LGBT history month (focus on impact of protected characteristics on mental health)</li> <li>• Diversity festival linked to CollaborArt in Summer 2</li> <li>• Diversity library</li> </ul>

## 4: 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.