



Our Vision & Values		Curriculum		Protected Characteristics																																																																																											
<p>Our vision promote equality, diversity &amp; cultural development: Rainbow Forge is a school where everyone is encouraged to have the confidence to take risks in pursuit of their goals, discover new talents and become resilient learners. We aim to be an exceptional school with our Rainbow values at the very heart of the community, where:</p> <ul style="list-style-type: none"> <li>• children are happy, safe and secure</li> <li>• creativity can flourish</li> <li>• behaviour is excellent and everyone learns to take responsibility for their own actions</li> <li>• success and achievement is celebrated</li> <li>• families work in partnership with us to ensure the best for the children</li> <li>• diversity is celebrated and acceptance is fostered</li> <li>• independence and perseverance are encouraged and mistakes are learned from</li> <li>• self-belief is nurtured</li> <li>• cooperation and mutual support is promoted</li> </ul> <p>Our values promote equality, diversity &amp; cultural development: We are: articulate, resilient, team workers, tolerant, confident, creative, determined, risk takers.</p>		<p>Our commitment to fulfilling the PSED is reflected in our curriculum which is designed to fully embed diversity as well as address the protected characteristics. This includes:</p> <ul style="list-style-type: none"> <li>▪ PSHE which is age appropriate &amp; progressive covering a variety of family groupings.</li> <li>▪ RE Teaching of world religions – tolerance, respect for people of faith including Christianity, Islam, Judaism, Hinduism, Buddhism &amp; Sikhism; visits to places of worship &amp; visitors from different religious communities. Comparative studies between different beliefs &amp; styles of worship are made.</li> <li>▪ Expanding learning beyond local and national boundaries, e.g. teaching world History and Geography, literature, Music &amp; the Arts from diverse authors, composers &amp; artists.</li> <li>▪ Giving teachers the opportunity to embed a diverse range of literature in their subjects.</li> <li>▪ Challenging misconceptions &amp; stereotypes</li> <li>▪ Focussing on current affairs to encourage discussion &amp; wider world views as part of assemblies &amp; use of a variety of resources including Picture News &amp; Newsround.</li> </ul>		<p>Teachers take care to integrate &amp; embed PSED appropriately into the curriculum, rather than address separately or in one-off lessons wherever possible including conversations about family diversity, etc. All content is designed to embed age-appropriate knowledge and understanding of protected characteristics.</p> <p>We help pupils understand what the protected characteristics through:</p> <ul style="list-style-type: none"> <li>▪ Assemblies,</li> <li>▪ Focus on Inspirational People purposely chosen from a wide variety of backgrounds, genders, disabilities, etc.</li> <li>▪ PSHE Curriculum using the Sheffield Scheme</li> <li>▪ RSHE Curriculum which has age-appropriate resources focussing on a variety of family dynamics.</li> <li>▪ Anti-bullying Ambassadors who are aware of those factors which may be an issue &amp; focus of bullying &amp; support peers.</li> <li>▪ Anti-racism &amp; anti bullying work, including work as part of the Diana Award</li> <li>▪ Black History Month</li> <li>▪ Focussed events, days &amp; weeks to celebrate various festivals, cultural &amp; religious events.</li> <li>▪ The wearing &amp; adaptation of uniform, religious items &amp; hairstyles which takes into account the religious and cultural background of the wearer.</li> </ul>																																																																																											
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<ul style="list-style-type: none"> <li>▪ Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it</li> <li>▪ Foster good relations between persons who share a relevant protected characteristic and persons who do not share</li> <li>▪ Demonstrate awareness of our duties under the Act by assessing the impact any decision or action will have on people with protected characteristics</li> <li>▪ Consider any equality implications when developing and approving policies and reviewing them regularly with equality in mind</li> <li>▪ Carry out analysis seriously, rigorously and with an open mind.</li> </ul>		
<b>Staff Awareness</b>	<b>PSHE</b>	<b>British Values</b>
<p>We ensure that staff are fully aware of their responsibilities to fulfil the public sector equality duty &amp; that they approach certain topics sensitively to provide positive learning experiences as well as not reinforce stereotypes or cause offence, etc. We do this via:</p> <ul style="list-style-type: none"> <li>▪ CPD – PDMS, staff training &amp; up to date input from the National College</li> <li>▪ Code of Conduct</li> <li>▪ Updated Policies</li> <li>▪ Regular reminders &amp; updates</li> <li>▪ Induction</li> <li>▪ Staff surveys</li> <li>▪ M&amp;E activities – observations, discussions, work monitoring</li> <li>▪ Pupil Progress Meetings</li> <li>▪ Group Data Analysis</li> <li>▪ SEND meetings</li> <li>▪ Care Plans</li> <li>▪ Class Information Files</li> <li>▪ Regular revisiting of our culture &amp; ethos.</li> </ul>	<p>Our PSHE curriculum cover a wide range of relevant issues to help prepare pupils for life in modern Britain focussing on:</p> <ul style="list-style-type: none"> <li>▪ British Values &amp; life in modern Britain</li> <li>▪ Citizenship</li> <li>▪ Character Education</li> <li>▪ Civic Responsibility</li> <li>▪ SMSC</li> <li>▪ Social backgrounds &amp; issues</li> <li>▪ Healthy living &amp; Personal Care</li> <li>▪ Relationships, families &amp; relating to others</li> <li>▪ Economic wellbeing</li> <li>▪ Gender equality</li> <li>▪ Global Education</li> <li>▪ Keeping Safe Online</li> <li>▪ Challenging stereotypes</li> <li>▪ Safeguarding.</li> </ul>	<p>We promote British Values by ensuring that pupils are fully aware of the following via our curriculum coverage:</p> <ul style="list-style-type: none"> <li>▪ <u>Democracy</u> – examples of voting. Respect for / participation in democratic process. Supporting &amp; influencing through the democratic process.</li> <li>▪ <u>The Rule of Law</u> - Distinguish between right &amp; wrong &amp; respect of the Law. School rules. Fairness of consequences.</li> <li>▪ <u>Individual Liberty</u> - Living under the rule of law protects citizens &amp; is essential for wellbeing &amp; safety.</li> <li>▪ <u>Mutual Respect &amp; Tolerance</u> - appreciation &amp; respect for their own &amp; other’s faiths, cultures, heritage, traditions &amp; including the protected characteristics. Showing respect for others feelings &amp; belongings, etc.</li> <li>▪ A range of ambassadorial groups from a range of backgrounds &amp; ethnicities.</li> </ul> <p><b>See separate document: British Values</b></p>
<b>Discrimination</b>	<b>Community</b>	<b>SMSC</b>
<p>We ensure that discrimination of any form is not tolerated within our academy by having a zero tolerance approach &amp; regularly revisiting the following aspects of our policy &amp; practice:</p> <ul style="list-style-type: none"> <li>▪ Culture &amp; Ethos</li> <li>▪ Vision &amp; Values</li> <li>▪ Anti-bullying</li> <li>▪ Policies</li> <li>▪ Reporting of Concerns</li> <li>▪ Confide</li> <li>▪ Racial incidents monitoring</li> <li>▪ Black History Month celebrated</li> <li>▪ Curriculum examples</li> <li>▪ EYFS – Understanding the World</li> <li>▪ Diverse role models</li> <li>▪ Challenging misconceptions &amp; stereotypes</li> <li>▪ Displays that include as well as showcase diversity</li> </ul>	<p>We create a culture of inclusion amongst our community through the following aspects:</p> <ul style="list-style-type: none"> <li>▪ Removing barriers for parents &amp; pupils through workshops, newsletters, coffee mornings, Toddler Groups, Meet &amp; Greet at start &amp; end of day, open events, parent learning sessions, performances, assemblies, accessible parents’ evenings, SEND reviews, SEND drop ins, MAST drop ins, Family Liaison Worker, multi-agency meetings, home visits, provision of resources, etc.</li> <li>▪ Celebration of others is commonplace, via assemblies, newsletters, social media, in class rewards systems, global news, etc.</li> <li>▪ Pupils feel safe to ask questions &amp; share their own experiences</li> <li>▪ Pupils are encouraged to challenge misconceptions, prejudice &amp; discrimination</li> <li>▪ Displays include as well as showcase diversity</li> <li>▪ Facilitation of dialogue with parents who do not speak English as their first language including translators.</li> </ul>	<p>We promote SMSC development amongst our pupils through the following aspects:</p> <ul style="list-style-type: none"> <li>• Policy / documentation</li> <li>• Curriculum</li> <li>• Assemblies</li> <li>• RE</li> <li>• PSHE</li> <li>• Behaviour policies &amp; practice</li> <li>• Cultural opportunities</li> </ul> <p><b>See separate document: SMSC</b></p>