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Headteacher: Miss A Lawton

5th January 2026

Dear Parents and Carers,

At Congerstone Primary School, we are committed to preparing our children for life in the diverse society, which is modern Britain today. We are proud to be an open and inclusive school, which is strongly reflected in our core vision, values and ethos.

In order for us to continue to develop and support a culture and belief of inclusivity and tolerance, we are relaunching the 'Everyone's Welcome' programme within our PSHE Curriculum.

What is 'Everyone's Welcome'?

'Everyone's Welcome' is a whole school approach that uses the 'No Outsiders' resources and framework to teach children about equality and diversity, in line with British Values, Ofsted guidelines and the Equality Act (2010). 'No Outsiders', a scheme that provides teachers with a curriculum that promotes equality for all within the community, was written originally in 2015 by practising Deputy Headteacher, Andrew Moffat. His work to promote equality has been globally celebrated.

Further information about the No Outsiders approach can be found at <https://no-outsiders.com/about-us>.

The Law

The Equality Act (2010) requires that schools promote all aspects of difference and diversity. It is a legal requirement for schools to eliminate discrimination based on the protected characteristics: Age; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy or Maternity; Religion or Belief; Race; Sex; Sexual Orientation.

Teaching and Learning Approaches

Leicester City Council and Leicestershire County Council jointly piloted the 'No Outsiders' resource in several local primary schools in 2018. Following the success of the pilot, they now offer their 'Everyone's Welcome' training and support package to all schools in the County. The 'Everyone's Welcome' programme uses storybooks, lesson plans and assemblies to create and support the development of a whole school community that embraces and celebrates all forms of difference.

The scheme includes six lesson plans (for every primary school year group, EYFS- Y6) based upon a selection of 42 picture books.

Issues addressed include gender and gender identity, religion, racism, sexual orientation, disability and age.

How will this benefit pupils?

All children are unique and special; sharing who they are is vital to encourage understanding, acceptance and respect of others within our community. This scheme of work along with our current PSHE provision is an excellent way of promoting understanding and acceptance of difference.

It provides a whole school approach that promotes and celebrates diversity and will continue to encourage children to feel happy and excited about the benefits of modern British life.

Benefits to pupils will include:

- Increased self-esteem from a feeling of belonging
- Resilience from knowing who they are
- Preparation for life in modern Britain
- Reduce potential for radicalisation
- Whole school approach with difference and diversity celebrated throughout the school



Scheme Overview – Learning Objectives:

EYFS	YEAR 1	YEAR 2	
• To say what I think • To understand it’s ok to like different things • To make friends with someone different • To understand that all families are different • To celebrate my family	• To like the way, I am • To play with both boys and girls • To recognise that people are different ages • To understand that our bodies work in different ways. • To understand that we share the world with lots of people	• To understand what diversity is • To understand how we share the world • To understand what makes someone feel proud • To feel proud of being different • To be able to work with everyone in my class	
YEAR 3	YEAR 4	YEAR 5	YEAR 6
• To understand how difference can affect someone • To understand what ‘discrimination’ means • To find a solution to a problem • Use strategies to help someone who feels different • To be welcoming	• To know when to be assertive • To understand why people, choose to get married • To overcome language as a barrier • To ask questions • To be who you want to be	• To learn from our past • To justify my actions • To recognise when someone needs help • To appreciate artistic freedom • To accept people who are different from me	• To promote diversity • To stand up to discrimination • To challenge the cause of racism • To consider how my life may change as I grow up • To recognise my freedom

Parent Engagement

We are committed to working with parents and carers and are aware that in the past there has been some adverse headlines that depicted the scheme to be more about same sex relationships. Whilst this content is covered, we want to assure parents that this scheme is not about sex education and more about providing children with the information and help they need to build and maintain strong relationships regardless of their differences and knowing that in this increasingly diverse world that we live in, it is okay to be different.

In order to be totally open and transparent, we would like to invite parents into school to 'see and read' the books being used along with intended lesson plans and assemblies.

This will take place on Tuesday 20th January between 1430 and 1530. Examples of the books will be on the website for you to look at if you are unable to attend school.

It is our intentions to relaunch the scheme of work to children week commencing 26th January.

We would like to thank you for your continued support.

Kind regards

Miss Lawton
Headteacher

