

Disability



At Lisburne, we aim to...

- ◇ Treat our children as individuals.
- ◇ Provide a bespoke curriculum to fit individuals needs.
- ◇ Educate our parents on their child's disability.
- ◇ Adapt our classrooms for individuals needs.
- ◇ Liaise with therapists to support our children.
- ◇ Integrate our children into the local community.

Disability



**DISABILITY IS
THE INABILITY TO
SEE ABILITY**

YVIGAS KILASSNA
PICTUREQUOTES.COM

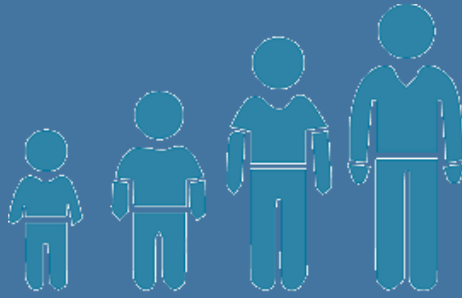


**SEE THE PERSON,
*not the disability***

Language we encourage...

- ◇ Avoid blanket terms.
- ◇ Avoid terms that imply normalcy/ health when referring to people without disability.
- ◇ Use positive language rather than emphasizing limitations.
- ◇ Avoid outdated or derogatory terms.

Age



At Lisburne, we aim to...

- ◇ Support all family members.
- ◇ Celebrate age through birthdays.
- ◇ Encourage training for all staff, whatever age.
- ◇ Adapt practices for relevant members of staff.
- ◇ Provide flexible working for staff.
- ◇ Encourage our children to care for wider community through educational trips to care homes.

Age



“
AGE IS
no barrier.
IT'S A LIMITATION
YOU PUT ON
your mind.

- Jackie Joyner-Kersey

Prevention

**"AGE IS AN
ISSUE OF MIND
OVER MATTER. IF
YOU DON'T MIND,
IT DOESN'T
MATTER."**

MARK TWAIN

Language we encourage...

- ◇ Avoid general terms that imply people of a certain age are all the same.
- ◇ Avoid using the terms 'boys', 'girls' when talking to colleagues, as these refer to young children.
- ◇ Avoid using language that stereotypes or implies a particular age group is more or less able.

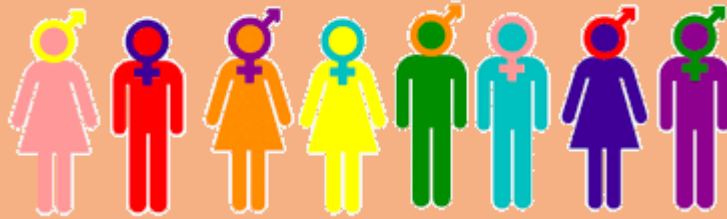
Gender reassignment



At Lisburne, we aim to...

- ◇ Support with social stories.
- ◇ Offer family support through open communication channels.
- ◇ Encourage understanding of gender through thought provoking texts.
- ◇ Have unisex toilets.
- ◇ Have flexible uniform choices.
- ◇ Encourage 'typical' gender role reversal play.
- ◇ Ask what pronouns a person may be wanted to be identified with.

Gender reassignment



WE ARE NOT WHAT
OTHER PEOPLE SAY
WE ARE. WE ARE
WHO WE KNOW
OURSELVES TO BE

-Laverne Cox

femmesecrets.com

Language we encourage...

- ◇ Use gender neutral terms.
- ◇ Use gender neutral pronouns and expressions and respect people's preferences.
- ◇ Use terms that include all relationships.
- ◇ Avoid job titles that imply gender.
- ◇ Avoid using patronising terms that may cause offence.
- ◇ Avoid irrelevant gender descriptions.
- ◇ Recognise and respect the difference between sexual orientation and gender identity.

Marriage and civil partnership



At Lisburne, we aim to...

- ◇ Encourage understanding through role play and small world toys.
- ◇ Encourage understanding of marriage and civil partnership through thought provoking texts.
- ◇ Educate our children about different types of families through our PSHE curriculum.
- ◇ Work with families to support with any changes in circumstances.
- ◇ Share information with both parents.

Marriage and civil partnership



Language we encourage...

- ◇ Avoid suggesting that certain relationship status are superior to others.
- ◇ Avoid suggesting that relationship status impacts career or opportunities.
- ◇ Respect diversity in families.



Pregnancy and Maternity

At Lisburne, we aim to...

- ◇ Use our PCRE curriculum to support our children to understand reproduction and how to care for others.
- ◇ Support our parents to access our PCRE curriculum through parental workshops.
- ◇ Provide social stories for children expecting new siblings.
- ◇ Have flexible working roles for staff.
- ◇ Risk assess appropriately to support each other.



Pregnancy and Maternity

Maternity leave and parental leave is absolutely vital for strengthening families. It's an issue for men and women.

Quentin Bryce



Language we encourage...

- ◇ Be sensitive to using gender neutral language.
- ◇ Avoid making assumptions about a person's role in the family.
- ◇ Promote and support choices around feeding.

Race



At Lisburne, we aim to...

- ◇ Encourage understanding of race through thought provoking texts.
- ◇ Celebrate diversity during creative weeks.
- ◇ Encourage diversity through the SMSC calendar.
- ◇ Ensure our children can identify and relate to stories/dolls/small world.

◇

Race



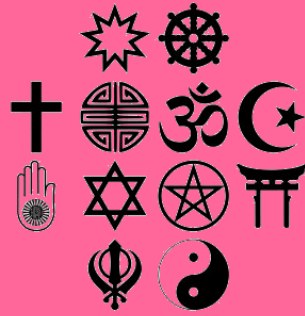
DON'T BE SO PROUD
OF YOUR SKIN COLOUR,
WE ALL ARE SAME WHEN
LIGHT GOES OFF.



Language we encourage...

- ◇ Use adjectives rather than nouns when it is necessary to refer to race.
- ◇ Avoid irrelevant ethnic descriptions.
- ◇ Avoid positive or negative stereotyping about members of a racial, ethnic or national group.
- ◇ Avoid outdated terms.

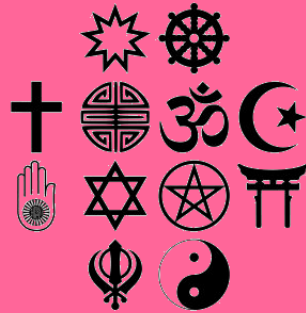
Religion and Belief



At Lisburne, we aim to...

- ◇ Celebrate a variety of religious festivals.
- ◇ Encourage our children to visit different places of worship.
- ◇ Encourage our parents to share their beliefs with our school community.
- ◇ Encourage understanding of religion through thought provoking texts.
- ◇ Support personal choices of our families e.g. dietary requirements.
- ◇ Respect and implement cultural needs within school & when doing home visits.

Religion and Belief



**"RESPONSIBILITY AND RESPECT OF OTHERS
AND THEIR RELIGIOUS BELIEFS ARE ALSO PART
OF FREEDOM."**

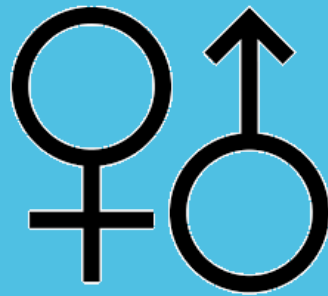
HORST KOEHLER

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Language we encourage...

- ◇ Avoid Christian-centric terms e.g. say first name rather than Christian name.
- ◇ Use legally correct terminology.
- ◇ Avoid make generalisations or assumptions based on someone's religion or belief.
- ◇ Avoid making assumptions around someone's religion

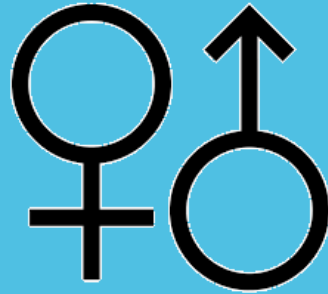
Sex



At Lisburne, we aim to...

- ◇ Encourage gender neutral play through gender neutral toys.
- ◇ Encourage our children to strive to become whatever job role they would like.
- ◇ Encourage understanding of gender through thought provoking texts.

Sex



Language we encourage...

- ◇ Gender neutral language e.g. police person.
- ◇ Forget gender stereotypes e.g jobs/colours/toys.
- ◇ Avoid using generalised terms such as 'boys don't cry.'

Sexual Orientation



At Lisburne, we aim to...

- ◇ Encourage understanding of sexual orientation through thought provoking texts.
- ◇ Support and direct families to appropriate services.
- ◇ Educate our children about different types of families through our PSHE curriculum.

Sexual Orientation



I AM ~~GAY~~.
I AM ~~STRAIGHT~~.
I AM ~~LESBIAN~~.
I AM ~~BISEXUAL~~.
I AM ~~TRANSGENDERED~~.
I AM HUMAN.

**THERE'S NOTHING
WRONG WITH YOU.
THERE'S A LOT
WRONG WITH THE
WORLD YOU LIVE IN.**

DAVID COLFER

your language

Language we encourage...

- ◇ Avoid make generalisations or assumptions based on someone's sexual orientation.
- ◇ Avoid making assumptions around someone's sexual preference based on their name. e.g.mrs,ms,miss.
- ◇ Avoid outdated or derogatory terms.