

North Wheatley C of E Primary School

BELIEVE * ACHIEVE * THRIVE



A PARENT / CARER GUIDE TO...



Diversity, Equity, Inclusion & Belonging (DEIB)



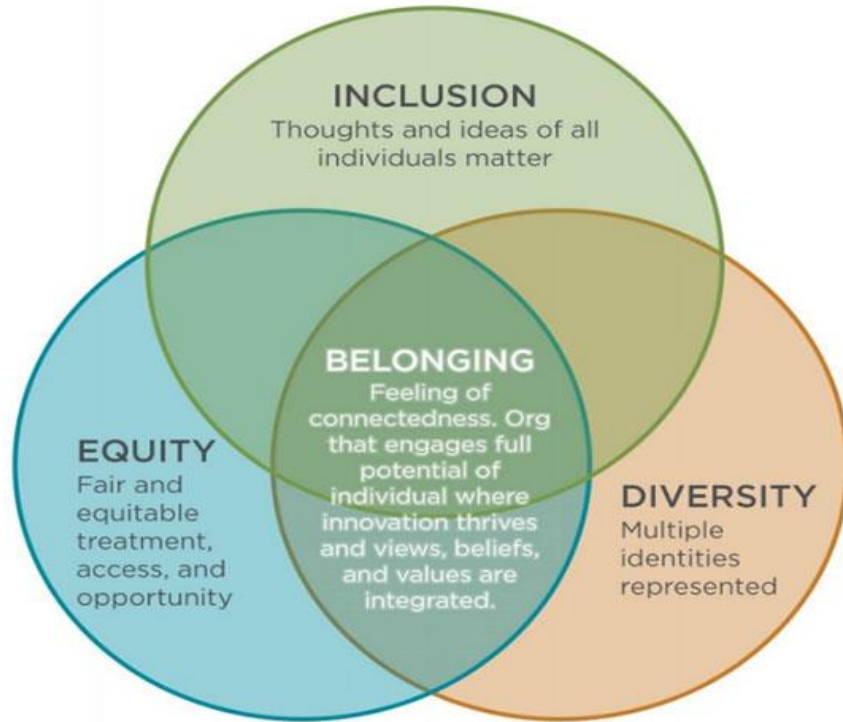
This year, we are looking at how we can develop and embed 'DEIB' at North Wheatley Primary School.

This important aspect of our work includes:

- Having appropriate and relevant **Equality Objectives**
- Teaching **Fundamental British Values** (FBVs) and the **Protected Characteristics** (PCs) across the curriculum in an age-appropriate progression
- Ensuring pupils having an **embedded knowledge and understanding** of DEIB, British Values, Protected Characteristics, prejudice and discrimination; and why they are important in school and our wider society

EDI or DEIB – what's changed?

Schools used to have to address 'Equality, Diversity & Inclusion' (EDI) within their school community. More recently, this has evolved into the DEIB agenda – '**Diversity, Equity, Inclusion & Belonging**'.



The current DEIB agenda seeks to ensure that every school makes sure ALL their learners feel a sense of belonging, so that they can thrive and achieve their full potential.



Equality is everyone getting a pair of shoes.



Diversity is everyone getting a different type of shoe.



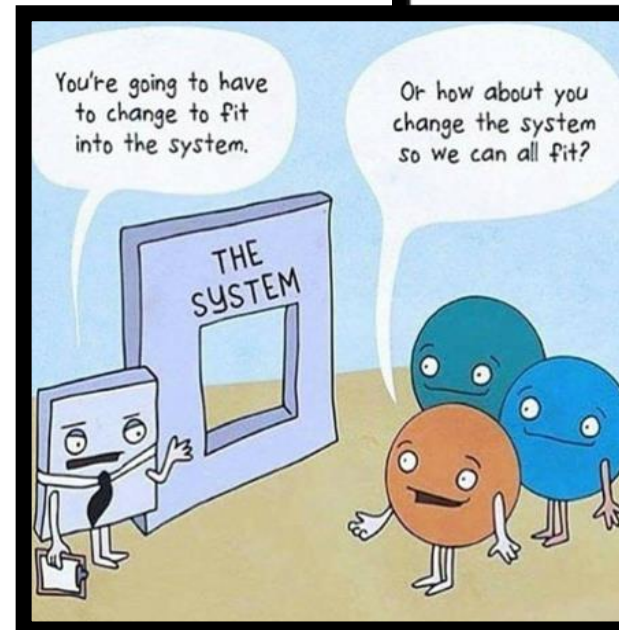
Equity is everyone getting a pair of shoes that fits.



Acceptance is understanding we all wear different kinds of shoes.



Belonging is wearing the shoes you want without fear of judgment.

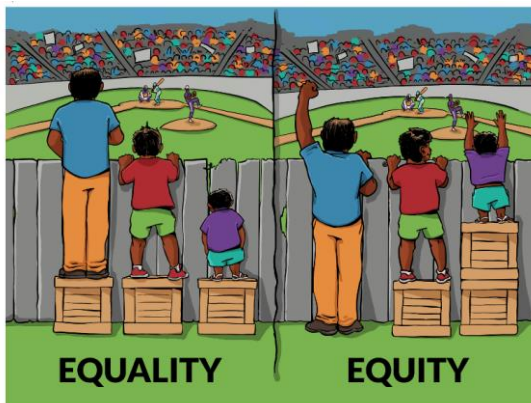


EQUITY rather than equality

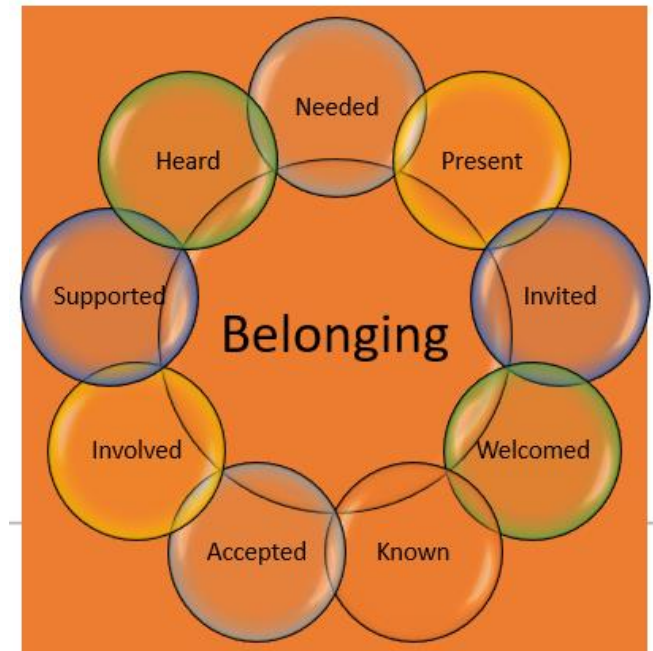
We used to talk about 'EQUALITY' - trying to give all children the same opportunities, even if this was not what they actually needed.

Now we use the term 'EQUITY' – which is about ensuring fairness by giving each child what they need to meet their individual needs.

These graphics show the difference in picture form:



If we manage this at North Wheatley, it should develop a true sense of belonging for all our children and their families.



Moral reasons for engaging with DEIB work:

- We all hold one or more of the Protected Characteristics; we need to educate our children so they do not discriminate against anyone
- We need to equip young people with an understanding of the diverse society they live in
- We want to provide a safe and affirming education experience for all children - research suggests that more than 89% of all children have heard of racist / homophobic / bullying incidents in school by the time they are 12

WHY IS 'DEIB' IMPORTANT IN SCHOOL?

The 2010 EQUALITY ACT requires schools to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by / under the Equality Act 2010
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it



IT IS ALSO PART OF SCHOOL SAFEGUARDING...

Prejudice-based discrimination or bullying is identified as a form of child-on-child abuse, as outlined in the latest 'Keeping Children Safe in Education' (KCSiE) document.

Prejudice-based bullying is when a child is being singled out because of their actual or perceived identity

e.g. because of their faith, race or sexuality
(or that of their parent/s)

ALL SCHOOLS ARE REQUIRED TO:

- Provide opportunities to discuss and understand the impact of prejudice and discrimination
- Ensure their curriculum is representative of all sections of society
- Address prejudice-based incidents immediately, ensuring that appropriate levels of support are provided to those affected and that those responsible are appropriately sanctioned
- Address any incidents through a programme of education and review what more could be done to prevent further incidents within the school community

WHAT DOES THIS MEAN?

All schools have to publish Equality Objectives - which should be linked to the protected characteristics outlined in the 2010 Equality Act – and should detail how they are complying with the public sector equality duty.

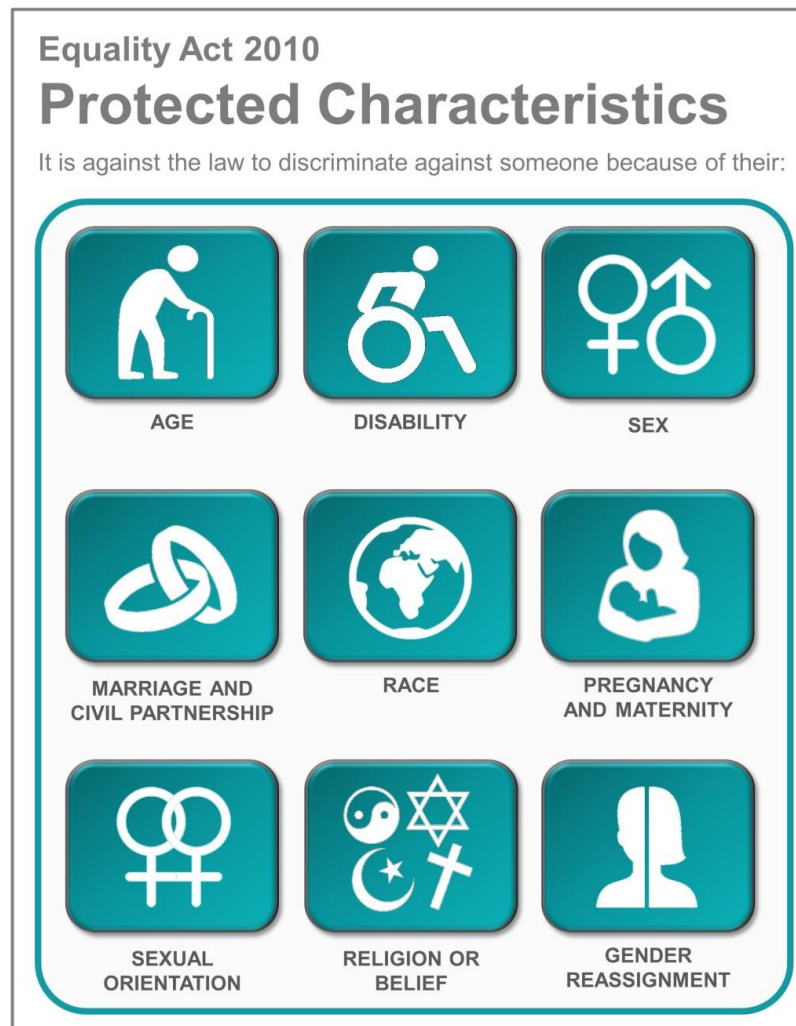
Our Equality Objectives are available on our school website.

Schools need to provide details about how they are:

- Actively eliminating discrimination
- Improving the equality of opportunity for people with protected characteristics
- Involving those affected by inequality in school decisions about promoting equality and eliminating discrimination
- Pro-actively addressing all forms of prejudice and discrimination, including discriminatory language
- Fostering positive relationships and ensuring there are opportunities to challenge stereotypes and support positive identity development for all pupils

This aspect of education is explicit in our PSHE / RHSE Curriculum, but we seek to ensure that our whole curriculum and wider school ethos addresses the DEIB agenda.

All children at North Wheatley are taught to show respect for other people. Under the DEIB agenda, we are also required to teach pupils about the **PROTECTED CHARACTERISTICS** in a sensitive and age-appropriate way.



FUNDEMENTAL BRITISH VALUES

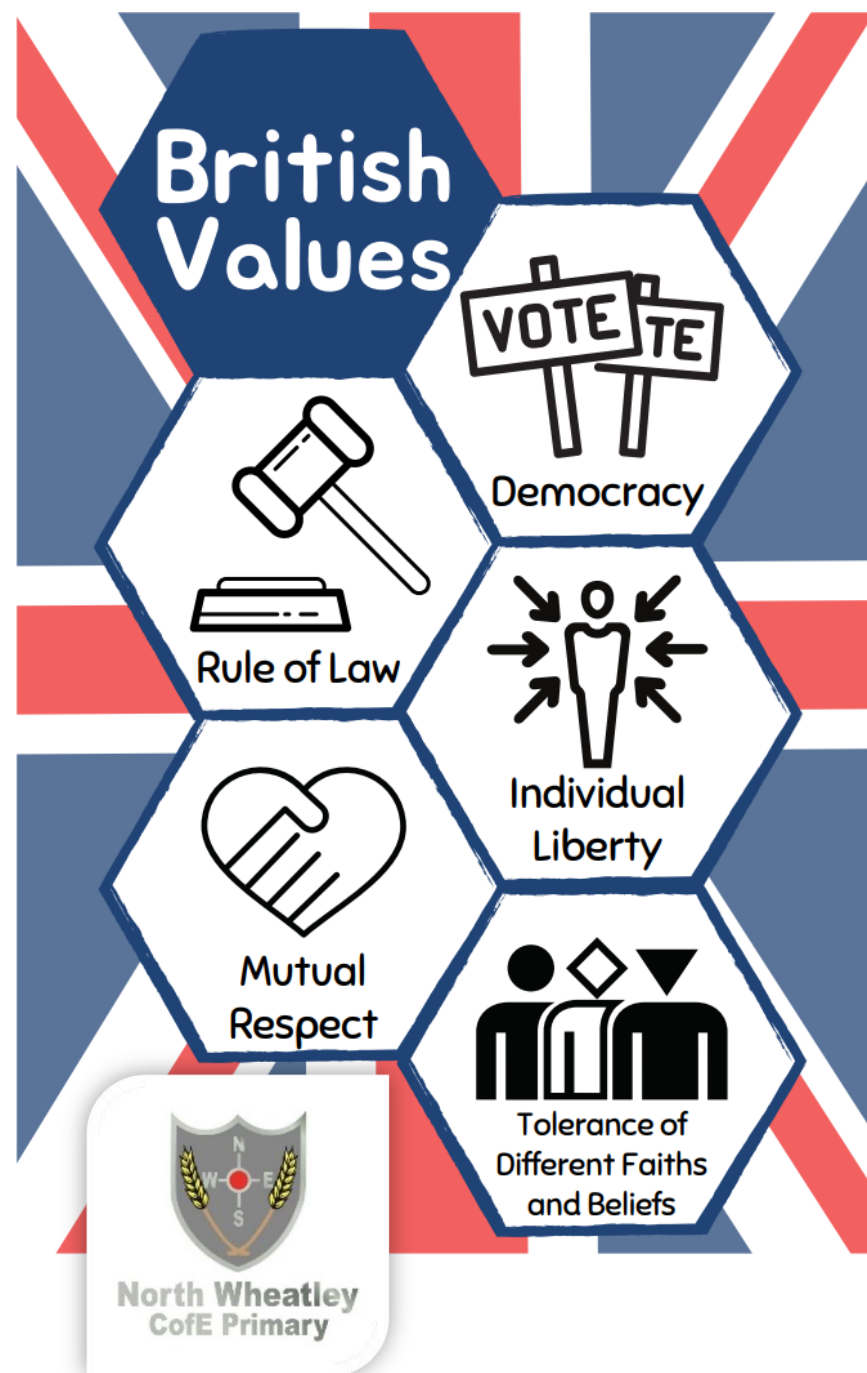
Schools are also required to promote the Fundamental British Values. These are:

Democracy
Rule of Law
Individual Liberty
Mutual Respect
Tolerance / Acceptance

As a result, pupils are expected to gain:

- An understanding of how we as citizens can influence decision-making through the democratic process
- An appreciation that living under the rule of law protects individual citizens and is essential for their wellbeing and safety
- An understanding that the freedom to choose and hold other faiths and beliefs is protected in law
- An acceptance that other people having different faiths or beliefs to oneself (or having none) should be accepted and tolerated, and should not be the cause of prejudicial or discriminatory behaviour
- An understanding of the importance of identifying and combating discrimination

Promoting these British Values is one of the ways that schools protect pupils from the risk of radicalisation and meet their legal duty to have due regard of the need to prevent people being drawn into terrorism.



How do we teach the PROTECTED CHARACTERISTICS and BRITISH VALUES?

Our PSHE scheme is a key aspect of ensuring our pupils understand these core concepts at an age-appropriate level. Our whole-school ethos and Christian foundations will also provide opportunities to discuss and explore what these mean within class discussions and whole-school worship. This might include using the 'Picture News' resources and / or relevant Newsround clips about current issues around the world.

Research shows that developing pupil understanding of these concepts is most effective when it includes:

- **Age-appropriate books / resources**
- **Progression through the year groups**
- **Repetition / regular opportunities to discuss**
- **Explicit use of appropriate language, in context**
- **Links to lived experiences**
- **Opportunities to make things meaningful**
- **Visits and visitors**
- **Open, honest discussions**

Ofsted Inspectors expect children to be able to talk about the Fundamental British Values and Protected Characteristics in context and in relation to our school.

Our pupils need to be able to articulate why the Protected Characteristics and British Values are important and should be able to explain how North Wheatley Primary School has prepared them to live in a diverse society.

This is an ongoing focus that we will be having at school and is an important part of the education we provide.



Please support us as we prepare our children to become positive global citizens and to appreciate - and celebrate – the diverse society in which we live.