

The West Bridgford School

Reflection of Equality work 2019 - 20



“Diversity is the one true thing we all have in common. Celebrate it everyday.” - *Anonymous*

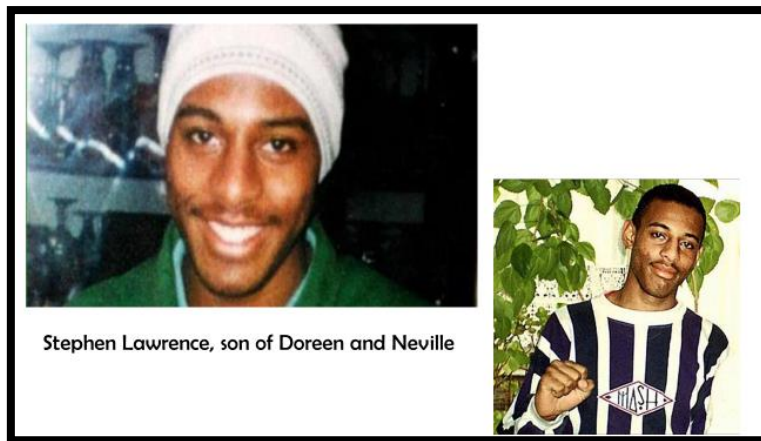


Culture and diversity is a deep rooted part of us all. Themes such as language, food, traditions, music, religion & belief, festivals, art, and dance are the very things that not only make us unique but also bring us together – sharing differences and similarities. These themes are at the heart of what makes our existence interesting, spiritual, expressive, purpose-filled, and meaningful, adding value to our identity and sense of belonging.

To help us all recognise the importance of this our school highlights culture & diversity-related themes with a variety of different events in and out of the classroom throughout the year. Fun is a big part of it, as is gaining an insight and understanding of our own and other people's cultures, traditions and way of life.

We create opportunities for everybody to consider what their attitudes and values are towards others, and how they can continue to positively contribute to the communities they belong to.

This summary outlines some of the principles that underpin our equality work and highlights ways in which we celebrate our wonderfully diverse world.



Stephen Lawrence, son of Doreen and Neville

The seed was planted some years ago to develop our equality work in school. Many of you may have heard of Stephen Lawrence – a young man of 19 years old, murdered in an unprovoked racist attack in 1993. Stephen's murder was no different from many other attacks motivated by prejudice, but because his family campaigned tirelessly to ensure his case was investigated fairly, he has left a legacy.

We continue our work in the spirit of the Stephen Lawrence Education Standard and we remember Stephen. The heart of our work is about ensuring every individual in our school community feels safe, accepted, included, valued and able to thrive.

Each year we have a full equality action programme providing opportunity to learn about our world and celebrate it. This year, we have raised awareness about humanitarian, political and social issues affecting people in the UK and abroad. This is important to us as we believe the more society understands equality and diversity-related themes, the less likely we are to discriminate and judge.

Around the world we have been drawn into the pronounced visibility of protests as people unite against racism. The BLM campaign has been a pulsing beat throughout lockdown, and many people of all generations have engaged in the discussions and debates arising via various platforms. The emphasis has been on educating ourselves, not just listening to what we're told. A constructive and compassionate response has arisen. We do not merely have to hope for peace and unity. May we all be encouraged to consider, with sincerity, our part to play within our own communities and what positive action we can take. Maybe you could do the same as you reflect on our work too.

We stand up against all types of prejudice-related discrimination. We are all a part of our school community, regardless of

- Race
- Gender
- Disability
- Sexuality
- Religion or belief

We believe everybody should be treated fair and equal.

Taking it back to basics.

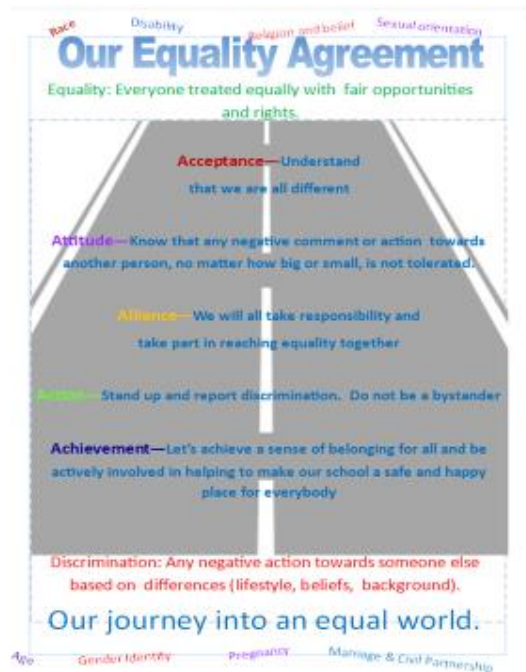
Prejudice is a preconceived opinion that is *not* based on reason or actual experience. This can often be seen in newspaper headlines or we may hear a person or group of people make hurtful or even hateful judgements about another person or group of people because they are different to them in some way.

Discrimination is the unjust treatment of different groups of people.

Negative actions can include verbal abuse, physical assault, exclusion, cyber-bullying, even gossip and spreading rumours about somebody. Some examples of prejudice-related discrimination are:

- racism
- LGBT+-phobic
- discriminating against somebody because of their gender identity
- ableism – discriminating against a person with a disability
- discriminating against a person because of their religion or belief

We share this in assemblies reminding pupils that everybody should be treated fair and equal.



We all come to recognise these documents - Our Equality Agreement and Anti-Bullying Code. Both are important and reinforce the message that we *all* work together to create a fair and inclusive community for everybody. These documents are a reminder to us all that every individual has rights as well as responsibilities. *Everybody* has the right to feel safe, included, accepted and able to achieve the very best they can in school...the right to belong. With that comes a responsibility to help others feel that way too.

Our Equality Agreement was designed by students. It's a pupil-friendly version of the Equality Act 2010.

Peer Mentors designed our Anti-Bullying Code, showing a clear definition of bullying and what is expected of our pupils. There is a copy of both documents on every tutor notice board, sometimes signed by everybody in the group.

Some year 7 Pledges

I pledge to be a good sportsman and help stop bullying

I pledge to understand we are all different

I pledge not to make fun of people

I pledge to be kind to others and treat everyone as equals

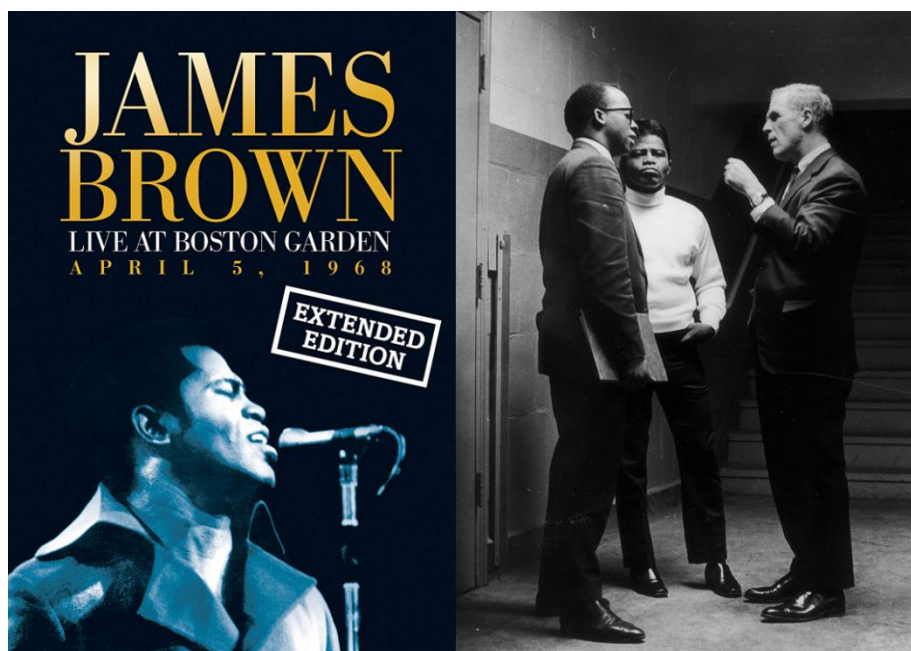
I pledge to treat others how I would like to be treated

I pledge to never be a bully and make somebody sad. I will never be a bystander

In follow up to tutors talking with their tutor groups about Our Equality Agreement we invite our new Year 7 pupils to write a pledge to represent their understanding and support of what it stands for. Although a simple act, it makes a big difference as they have put time aside to consider how they themselves can take a simple positive action to help make our school community a better environment for all.

Above are a few examples from year 7. The pledges are based on kindness, respect, accepting we are all different and that is ok, and to not be a bystander.

That's a bit of info about some of our values and principles. Now here are a few ways we acknowledged and celebrated equality and diversity during 2019 – 20.



We joined the rest of the UK with our observance of Black History Month in October. This is an important time to highlight inspirational people, people who have stood for change, whose words and actions impact on society for the better, people who find the courage to stand for justice. However, as we well know, learning about black history is not limited to a month.

In recognition of Black History Month 2019 we focused on the impact of music. Mr Bowie shared the parallel of two world-renowned American figures, Martin Luther King and the 'godfather of soul', James Brown.

Martin Luther-King was a Baptist minister and social activist who led on the American civil rights movement from the mid-50s. Following Martin Luther-Kings assassination in 1968, riots ensued in America. James Brown performed a concert in Boston, a place where the rioting was expected to continue. However, the power of his music brought an angry and disheartened community together as they shared their grief through music.

We were encouraged to acknowledge we have the capacity to *positively* influence our own lives and the lives of those around us. There are many different perspectives, and so much more we can learn from one another...if we listen.

Pupils explored the impact of racism further when they submitted some thought-provoking art and media pieces to the national competition Show Racism the Red Card. We will launch this again in February 2021, providing an ideal opportunity for pupils to continue joining the global conversation.

Celebrating cultural diversity is one of many important parts of school life outside the classroom. These are just some of the countries and events we have focused on since 2013.

Culture Celebration events; 2013 - 2019

 Mexico	November 2019	 Thailand	November 2015
 United Kingdom (Top Picks)	June 2019	 United Kingdom	July 2015
 Chinese New Year (Top Picks)	February 2019	 Germany	March 2015
 India (Top Picks)	November 2018	 India	October 2014
 USA	July 2018	 Brazil	July 2014
 Uganda	March 2018	 The West Bridgford School 75 th Anniversary	May 2014
 Poland	November 2017	 Italy	February 2014
 Bastille Day	July 2017	 Mexico	October 2013
 Australia	March 2017	 Japan	June 2013
 Caribbean	October 2016	 Olympics & Paralympics	May 2013
 The Queen's 90 th birthday celebration	June 2016	 Queen's Diamond Jubilee	May 2013
 Chinese New Year	February 2016	 Greece	March 2013



The countries we have focused on over the years have their own unique cultures and our celebrations have given but a glimpse. Pupils and staff get to enjoy a themed meal, the canteen is decorated with bunting and flags, music adds to the atmosphere, and pupils learn all sorts of interesting facts from the displays and quiz. And sometimes we add something a little extra special. For example, as part of our celebration of Japan, pupils and staff worked together to make 1000 origami peace cranes, with Haiku's written on the wings. These are still on display in school. Pupils also had a go at Ikebana, the art of Japanese flower arranging.

We were happy to welcome owners of a local restaurant business to share some wonderfully colourful elements of Thailand. The team served fresh Thai curry to help raise money for charity and shared the skilful art of fruit and vegetable carving.

We wore royal masks for the Queen's 90th Birthday, and welcomed the fantastic steel band for our Caribbean celebration. The list goes on!

Celebration of Mexico



In my opinion, Mexico day was an absolute honour to be a part of. The upbeat music and the aura of the canteen was alive and colourful. A very wonderful celebration – Year 11

I enjoyed the sense of community present in all WBS activities and events – Year 12

The food was great. Thanks! – Year 9

It was very good fun, the food was great, you brought the culture to life and the atmosphere was brilliant! – Year 7

Our last celebration was the incredibly rich and diverse culture of Mexico. Traditions and customs of the Mexican people are varied and interesting, and this is not surprising given the wealth of cultural influence with food, music, architecture and way of life. We brought a glimpse of this vibrancy into school, and even the heavy rainfall that day didn't manage to dampen spirits!

In the lead up, pupils created stunning work in lessons on the topic of Mexican folk dance. Their work was proudly displayed in the canteen, along with other colourful decorations. Pupils enjoyed the atmosphere made all the more enjoyable with the modern Mexican-Spanish music. Mr Parkin and his team prepared a super-tasty-menu with something for everyone. Along with 'Road to Mexico 2026' games in the Theatre, getting creative with Calaca and the buzz of pupils completing the quiz, this was a top celebration with plenty enough for everybody to enjoy something!



LGBT History Month is a month-long annual observance celebrating the lives and achievements of lesbian, gay, bisexual and transgender people. It is an opportunity to learn about the history of gay rights and related civil rights movements, and for allies to show their support.

A staff working party met back in December to plan a programme of events to run during February in order to acknowledge and celebrate LGBT+ equality. We have seen a great deal of thought-provoking work around school, in particular the winning poster about being a good ally, and stunning creative writing from lessons. A few other highlights:

- Pupils delivered their assembly shining a light on Sir Ian McKellen, a powerful voice for LGBT rights and activism. Musicians in Year 10 – 13 performed;
- Discussions in tutor time about being a good ally;
- Gender neutral pronouns in MFL;
- The winning poster from the competition for Year 7 – 9, organised by Ms Martin displayed in school. A clear message, colourful and fit the brief perfectly;
- displayed the rainbow flag – a visible symbol of support;
- Pupils and staff supported 'Buy a Cake, Donate' - we raised £625 for our chosen charity, the Albert Kennedy Trust, a charity supporting LGBT youth who are homeless or facing a housing crisis.

Each event, display, poster, lesson, cake made or bought, and positive action makes a difference in embedding a message of kindness, acceptance and inclusion across school, all of which are essential for any community to thrive.



Poster competition – winning poster displayed around school (left)
Telling your story: work from pupils in English



Anti-bullying work continues to run throughout the year and is often closely aligned with our diversity work.

The Report Bullying button, the 'I need to talk...' button, and signposting page are discreet platforms for students to seek support, share and talk. All are now well-established across year groups making it easier for pupils to access support as and when needed with greater discretion.



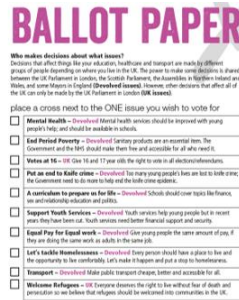
In other news, we're really pleased to share with you our success in achieving the All Together United Against Bullying gold award! This award represents the considerations, effort, planning and hard work from staff and pupils that goes into tackling bullying in all its guises, and the positive, sometimes immeasurable impact, this has on every member of school and the community as a whole.

In 2018, we decided to sign up and incorporate our annual anti-bullying action plan targets with the Anti-Bullying Alliance (ABA) guidance. And so, these past two years we have reviewed practice and delivered a range of preventative and supportive anti-bullying interventions. We've done lots of work to tackle bullying, just some being:

- delivered initiatives to raise awareness such as the Year 8 No Bystander project, Peer Mentors anti-bullying assembly and tutor time activities;
- pupils completed the Wellbeing survey;
- pupils reviewed the Report Bullying and 'I need to talk...' buttons on Brightspace to ensure both are fit for purpose;
- Year 7 anti-bullying poster competition
- wider-school awareness-raising events and celebrations throughout the year linked to equality and diversity;
- we continue to collate and review all incidents of bullying, picking up on emerging themes or issues linked to bullying.

So, this award is received in recognition of all pupils, staff and parents/carers who enable all pupils to have the best experience of learning, achieving, belonging and enjoying their time at school.

We will be acknowledging our achievement with a gold-themed celebration lunch on Friday 16 October. It will look a bit different to our usual way of doing things but we're pleased to do something to share this success together.



Labour Party	- 37.8%
Lib Dems	- 26.2%
Green	- 22.1%
Conservative	- 7.3%
Brexit	- 6.6%
Voter turnout	- 63%



Not quite a year ago, many of you will remember, the country was caught up with the general election which took place on 12 Dec 2019. With a great deal of discussion, it was an opportunity for us as a school to broaden our own knowledge and understanding of current politics. Therefore, school council decided to run a whole-school mock general election. All political parties were represented and each rep shared their well-researched statements covering many issues. The debate finished with pupils in all year groups invited to vote.

The winning candidate was Beatrice Munro as representative of the Labour Party. Following our mock election, the *real* election went ahead only days later.

Our whole-school annual debates have covered some topical themes in the past, such as foreign aid, testing on animals, and more recently, the impact of knife crime. School Council will keep pupils posted on our debate later this year.

Also, around November time, Youth Parliament meet to discuss and decided on the most important topics to focus on for the year; topics listed range from homelessness, environment, ending knife crime, mental health and more. The annual Make Your Mark ballot gives young people aged 11 – 18 across the UK the opportunity to share what they want to be top on the agenda. Further information and voting slips will be shared with pupils nearer the time for 2020 – 21.



Religious diversity is a focus in school, whether arts and craft sessions in the Learning Centre for Diwali and Christmas, or sharing an assembly about Ramadan.

Pupils observing Ramadan often join together making the most of a reflection space in the Intervention Centre. Many share personal experiences of the importance of fasting, family time and charity work.

75th Anniversary of VE Day was on Friday 8 May 2020

It has been 75 years since Allies secured Victory in Europe and WWII ended! Communities and organisations across the UK were set to commemorate this significant event, including us.

This was to be a big celebration for many of us this year. However, despite closures and cancellations there was still plenty of thought-provoking and fun ways we were able to join the nation on Friday 8 May as we observed and celebrated with family from the comfort of our own homes. There were some excellent online resources which made it easy for us all to mark this special occasion.



We were reminded of the heartfelt support and gratitude our nation continues to hold for those who fought to protect and serve our country in World War Two when 99-year-old veteran Captain Tom Moore managed to raise £1million for the NHS on his 100th birthday by walking 100 lengths of his garden. What a feat! What a wonderful act of kindness and determination on his part. An act to acknowledge the courage and hard work of our frontline staff working for the NHS today. People of all ages and experiences of different times came together to celebrate and donate. And people across the country united once again to celebrate the 75th Anniversary of VE Day.

We shared links in the WB Post and Brightspace from the Royal British Legion website giving access to the Queen's public address and the BBC National moment of Remembrance with a Two-minute silence. Also listed were links from the Royal British Legion and English Heritage Trust websites sharing a live-VE Day stream, Dame Vera Lynn's sing-along to 'We meet again' – what a joy! There were learning packs for children and teens, recipes, a Spotify playlist and a 1940s make-up tutorial.

Many of us connected with family, neighbours and friends with a good old-fashioned (socially distanced) garden celebration.



As lockdown continued and we were unable to go ahead with plans to acknowledge Refugee Week in school, we shared resources from the website offering creative ways in which our pupils could engage with related themes from the comfort of their own homes.

Refugee Week is a UK-wide festival and a programme of events ran from 15 – 21 June. This week is a platform through which culture is shared and expressed in different mediums such as art, music, food and film. Positive stories, voices and experiences were shared and communities connected once again.

The theme this year was 'Imagine'. In the spirit of this pupils were invited to participate in one or all of the eight Simple Acts, whether reading a book about exile, watch a film and be inspired by a world different to their own, share a song, or join a movement.

The online programme had a variety of activities and events to join. Some shared music and food, whilst others provided a chance to get creative, for example, children of all ages were invited to contribute to The Giant Dolls House project, offering an opportunity to creatively share their experience of staying in one space because of self-isolation and social distancing. Also, FOR SAMA shared an insight into the female experience of war.

We do hope you find new opportunities to try something new and engage with other communities beyond Refugee Week.



Show Racism the Red Card competition launched early 2021

A few things to look forward to in the autumn term:

- our gold-themed celebration on Friday 16 Oct;
- Miss Phillips and her team are organising an assembly for BHM in the lead up to October;
- Mrs Clarke, Mrs Mills and pupils are organising the first non-uniform charity event; raising money for a local charity, Riding for the Disabled;
- celebration assemblies at the end of term;
- we will encourage pupils to think of a creative piece they could enter for SRtRC, to be launched early 2021.

It has most certainly been a challenging year and one we will never forget. It has been a time to reflect and reconnect, not only with loved ones and the wider community, but also with ourselves.

We hope our summary has given you an insight to the good news that has been going on here at the West Bridgford School. We encourage you to find and share those good news stories and may you reconnect with the wonder of our magnificent world over and over again.

Thank you for reading 😊

"I became a culture and diversity ambassador in year 8. I wanted to be a part of the team who do lots of work to prevent discrimination of any kind, because it was, and still is, something I felt needed to be done. As I got more into the role of an ambassador for the team, I started to learn more and to have more ideas of what could be done. I started to help out with celebration days and assemblies and to help tackle prejudice-related discrimination throughout the school. Becoming an ambassador was a great choice to make, and it's had a big impact on my school life"

Year 11 student

We have a dedicated team of culture and diversity ambassadors working hard behind the scenes, so a huge thank you for all the creativity, knowledge, confidence and compassion you share.



We would also like to take this opportunity to thank pupils, staff, parents and carers for supporting our work throughout the year and for helping to make it such a success.



"Kind words can be short and easy to speak, but their echoes are truly endless"

Mother Teresa

Miss Williams

July 2020