

The West Bridgford School

Reflection of Equality work 2021 - 22



1000 Origami Peace Cranes made by pupils, staff, and parents



Statue in memory of Sadako Sasaki holding a Peace Crane in Hiroshima Peace Square



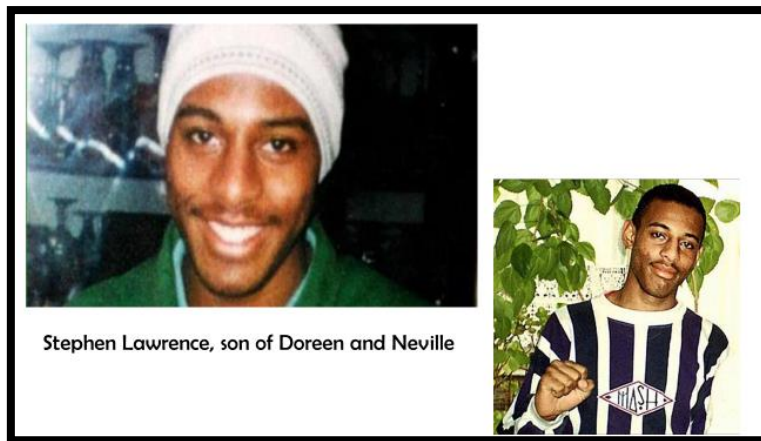


Culture and diversity is a deep-rooted part of us all. Themes such as language, food, traditions, music, religion & belief, festivals, art, and dance are the very things that not only make us unique but also bring us together – sharing differences and similarities. These themes are at the heart of what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

To help our community 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 all to consider what their attitudes and values are towards others, and how they can positively contribute to the communities they belong to.

This summary outlines some of the values that underpin our equality work and highlights ways in which we have celebrated our wonderfully diverse world in school this year.



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 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 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 emphasis is on educating ourselves, not just listening to what we are told. A constructive and compassionate response is unfolding. May we all be encouraged to consider, with sincerity, our part to play within our own communities and what positive action we can take.

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.

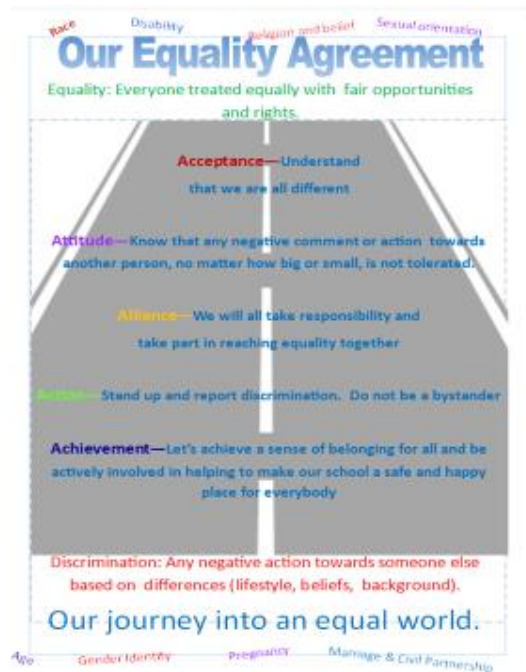
Prejudice is a preconceived opinion that is *not* based on reason or actual experience. This can often be seen in newspaper headlines or we may hear a person or group of people make hurtful, even hateful judgements about another person or group of people because they are different to them in some way.

Discrimination is the unjust treatment of different groups of people.

Negative actions can include, but not limited to, verbal abuse, physical assault, exclusion, cyber-bullying, and gossip / 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 has the right to be treated fair and equal.



We all come to recognise these documents in school - 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 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 is 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, often 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.

That is a bit of info about some of our values. Now here are a few ways we acknowledged and celebrated equality and diversity during 2021 - 22.



*Martin
Luther king*



Rosa Parks



*The wind rush
generation*



Women at nasa



*Protestors during the
Bristol Bus boycott,
1963*

Black History Month

This year we started with Black History Month, joining the rest of the UK with our observance in October. This is an important time to highlight inspirational people, social change and movements. Our school has highlighted this national observance for many years and learning continues beyond this month.

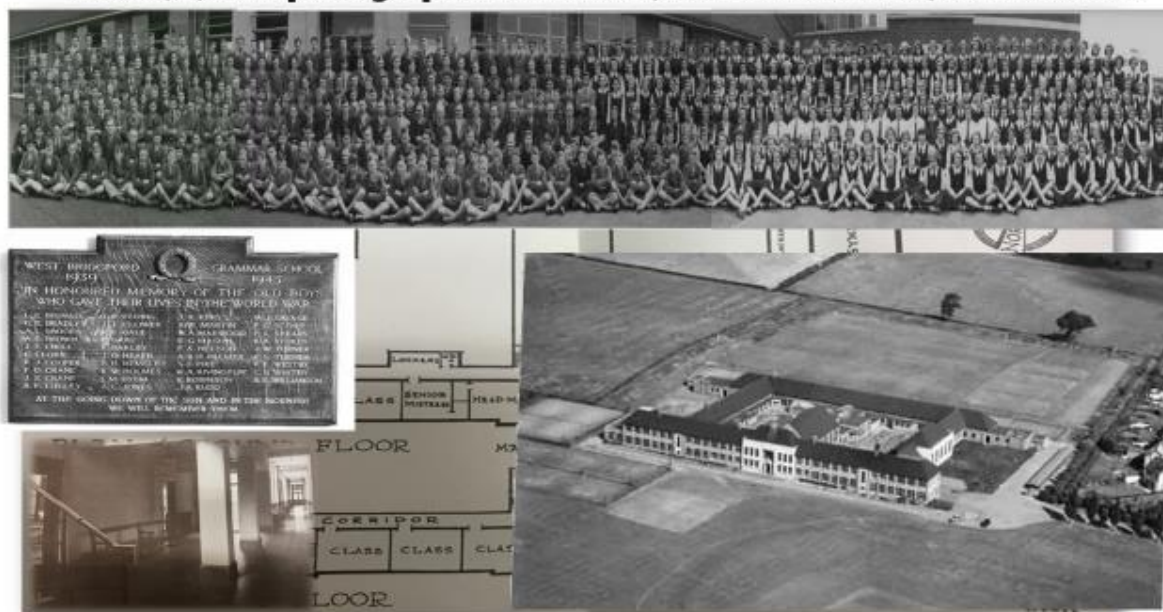
Miss Cartwright went on to remind us that Black History month should not start & end in October. From the second students enter each classroom, we embrace diversity, celebrate all, communicate, reflect and are mindful and aware of different beliefs, promoting tolerance & diversity. This continues all year and should form a basis for our students as they go off into the wider world too.

Students were challenged to find and talk about everyday people making history every day.

We are 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.

School history

The first school photograph of the whole school taken in the summer of 1939



In January, we were reminded of our school's rich history with old photographs and memories from former pupils.

We heard how former pupils did the very best they could to succeed because they knew their parents had sacrificed a great deal for them to be here in confidence that an education at the West Bridgford School would ensure better prospects in further education and a future career.

One of the most pertinent images is the photograph of the whole school taken in the summer of 1939. Some of the Year 11 boys on the back row of this photograph were about to face uncertain times and many others' lives would be deeply affected as World War II began only 2 months later.

In the Crush Hall (outside the hall), you will see the school's war memorial. This is a wooden plaque with the names of 39 former pupils of this school. There were, of course, many more who served but these are the ones who died on active service. There are soldiers, sailors but the vast majority were airmen. Clearly the school had a special connection with flying.

Students may not think it right now but their time in school could capture some of their happiest memories, one day to be remembered when they are older!

'The arc of the moral universe is long, but it bends toward justice.'



Career Companion Awards Quick Edit Report Building I need to Talk



Pride banner on Brightspace and bulletin screen



Signposting and support

Keeth – online counselling service for young people

Website: www.keeth.org

Information:
Free, safe and anonymous online support for young people. Visit website for online chat with trained counsellors.



Base 51 - Outburst

This is a group for young people who are LGBT+ aged 11-18. Based in a safe space for young people to express themselves, make friends and join in with a wide range of activities, as well as getting advice to help them with any issues they may have. We meet every Wednesday 5-7 PM. Open to all young people aged 11-18. (Subject to school approval)

Who to contact

Outburst leader: outburst@base51.org
Outburst manager: outburst@base51.org
Telephone: 0115 952 1000
Email: outburst@base51.org
Website: www.base51.org



School – support in school

Tel: 0115 974 4486

Email: admin@stlukes.school

Website: www.stlukes.school

Information: Pastoral Support in School

Mrs White & Mrs Clarke

Mrs Macwell Doyle & Mrs Hallam

Dr Philipson & Miss Burton

Mrs Nahai & Miss Ledgister

Mr Bowie & Ms Donovan

School Nurse (referral)



Mermaids
Tel: 0800 061 040
Email: info@mermaids.org.uk
Website: <http://www.mermaids.org.uk/>
Information:
Mermaids supports gender diverse children and young people until their 25th birthday, as well as their families and professionals involved in their care.

Transgender and gender-diverse children and young people need support and understanding, as well as the freedom to explore their gender identity. Whatever the outcome, Mermaids is committed to helping families navigate the challenges they may face.

LGBT+ History Month

In February, we acknowledged and celebrated LGBT+ History Month. Plans started with a request for the Curriculum Steering Group, where Heads of Departments were asked to make connections between the LGBT+ community and the curriculum to showcase and celebrate how influential this community has been in society, even when they have not always been recognised historically.

Staff and students delivered an assembly about LGBT+ people in sport, their inspiring stories of competing at top level, and becoming advocates for meaningful causes.



In the Learning Centre we did a display on Politics in Art.



Certificate from akt – £289.89 raised from cake sale.
Huge thanks again to pupils for your cake donations.



Activities in the classroom ended with a celebration at the end of the week. We had an amazing response to our request for cake donations for the cake sale. Such creative designs, many pride-themed. We raised £289.89 for the Albert Kennedy Trust, a charity supporting LGBT+ youth who are homeless or facing a housing crisis.

What pupils most enjoyed about our LGBT History Month 2022 celebration. Year 7 – Post 16

"Doing LGBT related activities in lessons, such as Alan Turing"

"I enjoyed that school helped raise money and spread awareness"

"I liked the yummy rainbow cakes"

"I now know what all the flags mean"

"Learning about different identities"

"Code breaking in maths"

"Learning about LGBT+ equality helps people feel safe and supported"

"We have most enjoyed the support shown by our school"

"I feel accepted 😊"

"We love learning about how everyone should be treated equally"

"I have enjoyed the celebration as it is very inclusive"

"I liked the assembly acknowledging LGBTQT people for their achievements"

"Loving the flags"

"Quiz, flags, décor, cake sale, assembly, Brightspace changes"

"Finding out about LGBTQ+ people in our society"

"I really enjoyed helping the community by speaking in assembly"

"We have learned to accept people no matter their sexuality"

"We should all be allies to the LGBTQ+ community"

"I learnt to respect and love myself and other people"

"I have learnt that it is okay to be different"

"Learning that Carol Ann Duffy knew she could give people a voice"



Anti-Bullying work

Peer Mentors delivered their anti-bullying assembly to all year groups back in November. They shared the impact of the national theme One Kind Word. They followed up with Tutor activities so students could explore the theme in more detail.

Many students designed thoughtful posters which are now displayed around school.

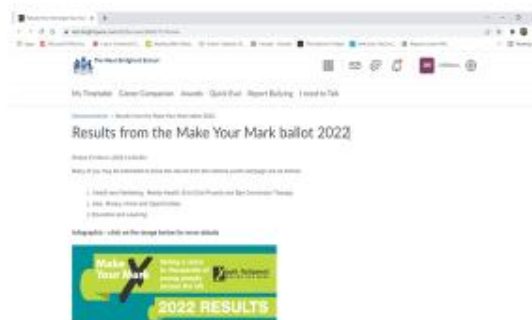
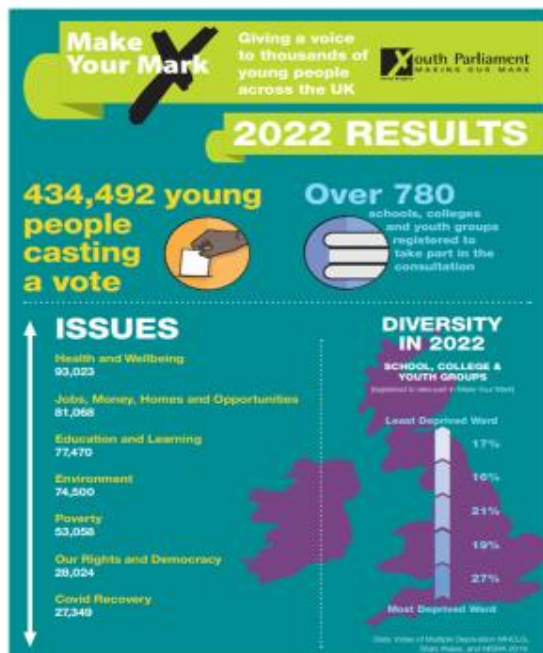
In addition, the Anti-Bullying Alliance requested we consult with students about their work. The consultation with different schools generated some useful feedback. From this, it has been decided the theme for November 2022 is 'Reach Out'. We have asked students to consider ahead what that might look like to them.

Anti-Bullying work continues throughout the year and the reason staff refer to it so often is because no community can thrive where bullying takes root.

Students are encouraged to report bullying, whether face-to-face or via our online Report Bullying or 'I need to talk...' platform. Although not anonymous, they can report with discretion. Support is given and a variety of interventions, including restorative meetings, is applied.

Additionally, our Emotional Health and Wellbeing working party devise an action plan to ensure we are raising awareness about related themes. We also have our fantastic Pastoral team to support students directly. We share our comprehensive signposting directory via the school website, a listing of local and national organisations equipped and resourced to offer specialised professional advice and support. We work closely with external agencies too.





Pupil voice

In January, we launched the Make Your Mark ballot again, the biggest national campaign for young people aged 11 – 18. Listed UK-wide issues are debated by members of Youth Parliament in the House of Commons.

The results show the top three topics voted for nationally are:

- Health and Wellbeing: covering Mental Health, End Child Poverty and Ban Conversion Therapy
- Jobs, Money, Home and Opportunities
- Education and Learning

Young campaigners talk about their work, the importance of campaigning and top tips for how young people can pursue their own campaigns in the local area – students were encouraged to visit the British Youth Council website if they are interested in finding out more.

"Inappropriate name calling and jokes is a big issues as this is something that definitely happens. I didn't know that was classed as sexual harassment. If that is spread around year groups that could help."
School Council rep



Another meaningful example of pupil voice is the consultation on sexual harassment led by Mrs Sharpe. This followed on from the launch of a staff working party responsible for devising an action plan, Ofsted guidance, a parent information evening in March 2022, and whole staff training.

Over 880 students completed the survey generating responses, which gave staff a meaningful insight to opinion and experience, in and out of school. Results were fed back to students and Mrs Sharpe will ensure this is on the agenda from here on. There is definitely more to do.

Once again, nationally the focus was to listen rather than judge, and people of all ages got involved, using their ears, voice and time.

There are many examples of pupil voice in school which is a platform for students to stand for what is important to them, whether it be linked to environment, health, community, equality, safety, animal welfare and so on. It can start small...a particular interest, a pang of frustration when they hear a news story...a strong will urging them to do something more to help.

Students are encouraged to fan into flames their caring, kind and courageous nature. Then, they may choose to mobilise and find ways to join the wave-makers, change-makers and peacemakers. This in turn can inspire others to do the same.



Refugee Week

Refugee Week is a UK-wide festival in June. It is a platform through which culture is shared and expressed in different mediums such as art, music, food and film. Personal stories, voices and experiences are shared in creative ways, enabling communities to connect.

It is also a time to raise awareness about the stark reality refugees face, to shine a light on their experiences and challenge negative stereotypes and stigma.

Refugee Week is a bold, collective act of reaching out; a space for us all to listen, to exchange and connect. We can all make a difference by proactively contributing to help make our communities a welcoming and supportive space for everyone.

The theme of Refugee Week this year is: Healing. Visit the Refugee Week website to find out more: <https://refugeeweek.org.uk/theme-of-refugee-week-2022-healing/>

Although the week of reflection is finished, we can continue to use what we learn in developing positive attitudes and informed opinions.



Culture celebrations

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.

Each country has its own unique culture 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.

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 Haikus written on the wings. 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!



Queen's Platinum Jubilee celebration

What better way to relaunch our celebrations post-pandemic than with the Queen's Platinum Jubilee.

Members of the culture & diversity team shared an assembly about the Queen's life and achievements as a woman in leadership. In advance of the national celebrations, we had our own to acknowledge her 70-year reign.

Staff from different departments contributed a mix of ideas, creative energy and time to help make our event a great success. We had a tasty menu inspired by foods from the commonwealth, alongside displays shining a light on the Queen and British history. This all tied in with our ever-popular quiz and giant-cookie prize.

Congratulations to pupils in Year 8 for winning 1st and 2nd prize in our very own version of the Platinum Pudding competition.

The saplings for the Queen's Green Canopy scheme will be delivered in November. We will hear more about that from Mr Fleming and the Eco club.

July 2022

Culture celebration consultation

You are invited to share what you think we should add to our culture and diversity programme for 2022 – 23. Please add your suggestion on the box below along with a reason why. The consultation open via Brightspace all this week and close on Monday 25 July.

Please list your culture celebration suggestion and reason below – see list of celebrations we have looked so far:

Culture celebration:

Reason:

Please note any other equality and diversity-related topic or



Non-uniform day to raise money for – decided in September 2022

2005 – 17
Friday Feb 3 2017 Year 10 Young Minds
Friday 28 April 2017 Year 9 Nottingham Refugee Forum
Bromford Youth Homelessness Charity

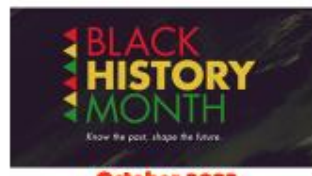
2017 – 18
Bees for Abstronig
Family Care Adoption Service
Kilgusga Crisis

2018 – 19
My Bag charity
Ward E37
Alzheimer's awareness

2019 – 20
The Friary
Riding for the Disabled
The Ben Kinoshu Trust

2020 – 21
Y10 Hand in Hand for Aid Development
Y8 Treetops Hospice Care
Y9 Lincolnshire Air Ambulance

2021 – 22
Y10 WWF
Y11 LCR
Y13 Base 52



Show Racism the Red Card competition launched in Feb 2023



Coming soon...

Here are a few things coming soon:

- Students were invited to complete a consultation on Brightspace suggesting culture celebrations and diversity-themed topics for 2022 – 23
- Celebration assemblies were scheduled at the end of term
- Relaunch of Gay Straight Alliance in the autumn term
- Black History Month in October
- Charity bids for non-uniform days
- In Jan/Feb, we will be launching the national Show Racism the Red Card competition in school. This is a platform for students to explore the impact of racism. More to come on this nearer the time
- Mr Andrews and a team of pupils have launched the Global Gazette. The first edition focused on Japan. The next will be published in the autumn term. Students have been invited to speak with Mr Andrews in MFL if they are interested in contributing to the Gazette

And finally...

All strands of equality are important. It would be perfect if we did not need to raise awareness and we could live in harmony as one global community. However, until every person is free from prejudice and discrimination based on their characteristics then there is always more to do. However, we can, and should, dare to dream that one day we achieve this as a collective. It starts with something as simple as having due regard for the feelings, wishes, or rights of others – the very definition of respect.

The more we exercise those seemingly small acts of kindness, the more they become a natural part of character. Our attitudes can have a profound impact on self and on your community, and when *all* feel safe and included, peace can prevail.

May we *all* be encouraged to go forward and champion rights for all, in our own small or big way.

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.

Click the links to view the video projects from 2020 – 21 and 2021 – 22, exploring students' thoughts on equality-related theme.

"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 pupil culture and diversity ambassadors working hard behind the scenes, so a huge thank you for all the creativity, knowledge, confidence and compassion they share. Particular thanks to E M, a proactive and enthusiastic ambassador from joining us in Year 7 to leaving us in Year 13. Wishing her all the very best for the next big adventure 😊

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.

Thank you and best wishes,

Miss Williams



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

Mother Teresa

July 2022