



## **Diversity Groups**

### **Intent**

The Diversity Group has been set up in order to provide safe and supportive spaces for pupils of all groups in school and to organise events to celebrate Diversity throughout the school year.

All groups are open to all pupils who feel they could make a positive contribution, regardless of circumstances or background.

The wider Diversity Group is divided into 4 main support groups:

- LGBTQ+ Group
- Disability Awareness Group
- Multi-Faith and Worldviews Group
- Cultural Diversity Group

The aims of the groups are:

- To represent the diverse nature of Hebburn Comprehensive School
- To ensure that Hebburn Comprehensive School is a safe and inclusive space for all pupils
- To promote and celebrate diversity in Hebburn Comprehensive School
- To offer safe spaces for pupils from all groups to talk about issues relating to them; to ask for advice and support; to meet other pupils from similar backgrounds
- To provide learning and enrichment opportunities for our staff and pupils
- To provide a forum for pupils to discuss issues of prejudice; discrimination and offer suggestions on how the school can improve the day to day lives of pupils belonging to these groups.

## Implementation

The Diversity Group was promoted during form time via presentation and during RE lessons and an invite sent out via email/FORMS.

All pupils who requested to join The Diversity Group or any of the sub-groups have been added to the Diversity Group TEAMS page where all information will be shared about the groups and events.

Plans for support sessions:

- Visiting speakers from relevant charities & organisations
- Visits from the Police to talk about hate crime
- Careers events
- Diverse/Inclusive Author & library events

Plans for events and activities:

- Religious Festivals for all faiths throughout the school year to be celebrated in some way
- Diversity Festival in the summer term to promote awareness and celebrate diversity
- Inter-faith week events to be planned each year
- Design a Diversity Badge for the school
- Multi-faith/Quiet space
- Anne Frank Trust to work with pupils
- Black History Month activities
- Disability Awareness days
- LGBTQ+ staff training (to involve pupil representation)

## Impact

We hope that through the Diversity Group and support groups:

- Pupils will have a safe space in school to be themselves and talk about things that matter to them
- Pupils will feel like their voices are heard and that their ideas and opinions are taken seriously and used to make Hebburn Comprehensive School a more inclusive space
- Pupils will feel like they are part of the school community regardless of their sexuality; gender identity; race; religion; culture; disability; medical condition
- The school community will become a more inclusive space for all pupils
- Staff and pupils will become more aware of issues that affect these key groups
- Incidents of prejudice in school are reduced
- Diversity is celebrated across the school, with all pupils taking part in key events and activities.