**Diversity Strands at**

**Prospect Vale**

**What we do:**

As part of our commitment to promoting **Diversity and Inclusion** within our school community, throughout the school year, we place a focus in PSHE, RSE, circle times, topic based learning and general class discussion around **6 key strands of diversity**. These strands are linked to the protected characteristics from the Equality Act 2010, a statutory document for schools to adhere to that protects any pupil or family from being discriminated against or treated less favourably because of certain characteristics, including:

* Ethnicity
* Disability
* Gender, gender identity and/or sexual orientation
* Social class and privilege
* Religion and faith
* Family structures

With these key strands as a focus, at Prospect Vale we explore and celebrate within our learning, promoting positive attitudes towards those both within our own diverse community and those outside it who we can look to as role models and for inspiration.

With this in mind, there are a number of people within popular culture and throughout history whom the children learn about, discuss and celebrate within these strands of diversity. This learning takes place at different points in a child’s journey at Prospect Vale but upon leaving us at the end of Year 6, we hope that the children have gained knowledge of a diverse range of influential and incredible people that are representative of all of the strands of diversity we study.

**How we do it:**

Learning takes place in a variety of ways such as through schemes of work used in school, curriculum topics and work towards quality marks

Eg) The Dyslexia Friendly Classroom award and the Rainbow Flag Award

We also acknowledge and celebrate calendar events that support and enhance the learning already taking place, such as Black History Month, LGBTQ+ History month and International Women’s day as well as important sporting events such as the Olympics and Paralympics, Euros and the World Cup. These calendar events, and the inspiring people we learn about through our work, influence our displays in school, discussions in circle times and assemblies and the texts we may choose as a stimulus for age-appropriate learning.

**Role models:**

Below are just **some examples** of the people our children will learn about during their time with us at Prospect Vale along with a brief summary of how these role models link to the diversity strands we study.

**Albert Einstein:** Known as one of the greatest scientists of all time and Nobel Prize winner, Albert Einstein was dyslexic and suffered from delayed speech as a child. This did not stop him however, and he went on to give us the Theory of Relativity and the Quantam Theory of Light!

**Amy Johhnson:** A pioneering English pilot who was the first female to fly solo from London to Australia**.**

**Marsha P. Johnson:** American activist Marsha P. Johnson was dedicated to social justice for the gay and transgender communities. She was a pioneer of the gay rights movement in the late 1960s and spent the following two decades advocating for equal rights for the lesbian, gay, bisexual, transgender and queer (LGBTQ) community.

**Martin Luther King:** Minister and activist who campaigned for the rights of African Americans during the Civil Rights Movement of the 1950s and 1960s. His first major role in the Civil Rights Movement came after a black lady, **Rosa Parks**, was arrested for refusing to give up her seat to a white man on a bus. Following outrage, Martin helped to organise a boycott of the city’s buses. After 381 days of protest, a court finally ruled that such segregation laws should no longer be recognised.

**Marcus Rashford:** Footballer for Manchester United and England now working to end child poverty starting with campaigns during the Coronavirus Pandemic regarding free school meals; an issue close to his heart having lived in deprivation as a child himself within a single parent family.

**Alan Turing:** Mathematician and inventor of the Bombe used to crack the enigma code during WW2, saving many thousands of lives. Sadly Turing was persecuted for being gay, which was illegal during this time. He lost his job despite his efforts during the war and suffered with depression, leading to his death in 1954.

**Malala Yousafzai:** The youngest person to ever receive the Nobel Peace Prize at age 12, Malala Yousafzai became an activist for girls’ education following girls’ schools being closed after Taliban invasions. She established the Malala fund to support the education of girls worldwide.

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**Support for families**

Through the learning that takes place within school, we hope that our children and families feel listened to, supported and safe. There may be times however, when further support or advice is needed.

Wherever we can, we will help to signpost our families and young people to organisations that may be able to help if they are working through any issues related to the strands of diversity acknowledged in school.

We support many charities already within school and believe that there is a wealth of help, support and guidance for those that need it.

Please see below for a list of organisations that may be able to help. This is by no means exhaustive, and will continue to be updated as appropriate.

**General support and advice for children and families:**

* <https://www.childline.org.uk/>
* <https://www.nspcc.org.uk/>
* <https://www.internetmatters.org/advice/>

At internet matters, parents and professionals can find the most comprehensive and credible resources, information and support tokeep children safe online.

* <http://www.supportline.org.uk/>

Supportline offers emotional support to any individual on any issue. Support is particularly aimed at those who may be socially isolated, vulnerable, at risk groups and victims of any form of abuse

**Mental health, health and disability:**

* <https://www.mind.org.uk/>

Information and suppport for anyone living with a mental health problem or for those supporting someone living with a mental health problem

* <https://www.youngminds.org.uk/>

Support for young people and their mental health and families of young people with a mental health problem

* <https://www.sah.org.uk/>

St Ann’s Hospice provide care for people with cancer & non-cancer life limiting illnesses and offer support for families of patients

* <https://limbpower.com/>

LimbPower support amputees, individuals with limb difference and their families to bridge the gap between hospital rehabilitation and community and school engagement. Their aim is to help rebuild lives and improve physical, social and mental well-being

**LGBTQ+**

* <https://www.stonewall.org.uk/>

Charity supporting the LGBTQ+ community

* <https://www.theproudtrust.org/>

The Proud Trust is a Manchester based charity that provides help, guidance and support to young people within the LGBTQ+ community, their families, schools and colleges

* <https://mermaidsuk.org.uk/>

A charity supporting transgender, non binary and gender diverse young people and their families

Within school we also use some excellent texts to support learning, understanding and empathy within the LGBTQ+ strand. These texts help children to celebrate difference, challenge gender stereotypes, cope with change, be trans inclusive and understand different family structures:

**Alien Nation** by Matty Donaldson

**Giraffes Can’t Dance** by Giles Andreae

**Norman the Slug with the Silly Shell** by Sue Hendra

**Oliver** by Birgitta Sif

**Julian is a Mermaid** by Jessica Love

**Introducing Teddy** by Jessica Walton

**My Princess Boy** by Cheryl Kilodavis

**Red: A Crayon’s story** by Michael Hall

**And Tango makes Three** by Justin Richardson & Peter Parnell

**King and King** by Stern Nijland & Linda de Haan

**Religion & Faith**

* <https://www.interfaith.org.uk/>

Interfaith aims to advance public knowledge and mutual understanding of the teachings, traditions and practices of the different faith communities in Britain, promoting good relations between people of different faiths.