



8th June 2023

Dear Parents and Carers,

As part of our curriculum provision, and in line with Ofsted guidelines, we teach your children a range of aspects about the wider world that they are growing up in to help equip them to be successful as our next generation of young people.

A key driver of this at our schools is ensuring we immerse them in work around **Diversity, Equality, Inclusion and Belonging (DEIB)**.

We do this in a variety of ways i.e. through themed weekly assemblies, within our Talking Points scheme of work covering social and moral aspects of learning, through the inclusion of carefully chosen books and learning about carefully chosen people of note and experts in their field, who have one or more of the characteristics protected through the equality act. Protected characteristics as defined under this act are:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex / Gender
- Sexual orientation

We are sure your children may talk to you about some of this learning and we do fully understand this may at times prove challenging for some of you to know how to respond or talk to them about.

However, we feel it is really important for us to enable our children to have opportunities to know more and understand more about these protected characteristics, so they can feel accepted completely for who they are, or who others are, and through this create a deeper empathy and sense of belonging for all of them which is everyone's entitlement.

In our schools we have children, families and staff who have disabilities that they have to overcome every day, who have various religious and cultural beliefs and are from a range of different race and backgrounds. The learning our children do ensures they understand and respect these differences and how everyone of them belongs in our school.

We all hear in the press or on social media that there are too many sad cases of teenagers / young adults who have not been given the opportunity as part of their education, to comfortably talk through and understand about how they feel or who they are, who have subsequently become increasingly isolated often falling victim to prejudiced behaviour which has led to some very tragic outcomes. So, as part of our provision we are also including careful and age appropriate learning around LGBTQ+ aiming to ensure our staff and children feel confident in their personal growth and understanding of self and others. Our ultimate aim is to create an ever-informed sense of belonging and inclusion for everyone.

To support this, we have concentrated a lot of our staff training this year around DEIB aspects and particularly around the use of current correct terminology, which can be a minefield at times! However, due to this, we would also like to offer opportunities to support you as parents / carers too and reassure you that many of us as adults are learning about this along with, and at times, from the children we teach both past and present.

We have a group of staff on our DEIB Working Party across both our schools who are key to the developments to date and they have also set up a DEIB Children's Forum in each school.

As part of their offer to parents and carers they are writing out to invite you in to see some of the work we do and these sessions will be run by these staff members and pupils. We very much hope you will be able to pop along and see some of the developments we have achieved as a school so far.

There will also be further opportunities run by our DEIB team in the future to involve you, so please look out for them. Thank you as always with your ongoing support.

Nicola Davies
Executive Headteacher

Emma Severn
Head of School (Sutton Road)

Samantha Sheridan
Head of School (Holgate)

