

Promoting Diversity at Settlebeck School

Raising Awareness of Protected Characteristics

At Settlebeck School, we are committed to creating a supportive and inclusive environment where every student and staff member feels valued and respected. To achieve this, we actively promote diversity and raise awareness of the Protected Characteristics as outlined in the Equality Act 2010. These characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

How We Raise Awareness

- **Curriculum Integration:**
 - **PSHE and Citizenship Lessons:**
 - Protected characteristics are embedded in our curriculum to foster understanding, empathy, and respect. We use case studies, discussions, and interactive activities to explore topics such as disability inclusion, gender equality, and anti-racism.
 - **Subject-Specific Approaches:**
 - For example, in English, students explore diverse authors and texts, while in History, they learn about key movements for equality.
- **Assemblies and Events:**
 - Regular assemblies focus on themes such as Black History Month, LGBTQ+ Pride, International Women's Day, and Disability Awareness Week. These events provide opportunities to celebrate diversity and challenge stereotypes.
- **Staff Training:**
 - All staff undergo regular training on equality, diversity, and inclusion to ensure they are equipped to address discrimination and promote a positive culture of respect.
- **Student Voice:**
 - Through our student council, pupils are empowered to share ideas and lead initiatives that celebrate diversity. Examples include creating posters, organizing events, and contributing to school policies.
- **Prominent Displays and Resources:**

- Our school environment reflects diversity through inclusive imagery, informative posters.
- **Policy and Practice:**
 - Our policies ensure all members of the school community are treated fairly, with zero tolerance for discrimination, harassment, or bullying. Reporting mechanisms are clear and accessible to all.

Fostering an Inclusive Culture

At Settlebeck, we strive to build a community where differences are celebrated, and every individual can thrive. By consistently raising awareness of the protected characteristics, we prepare our students to be compassionate, informed, and active members of a diverse society.

“Diversity is the one true thing we all have in common. Celebrate it every day.”