



Diversity statement

DIVERSITY INCLUDES THE FOLLOWING –

GENDER (ENSURING NON STEREOTYPICAL TREATMENT/EXAMPLES), **RACE/CULTURE** (BAME - black, Asian, and minority ethnic OR people of colour), **GENDER LGBTQ+** (Lesbian, Gay, Bisexual, Transsexual, Questioning/Queer the + refers to other sexualities) **DISABILITY/DIFFERENTLY ABLED** (in learning and physical abilities) **BELIEFS** (religious and non religious).

At St Philip's we believe that for our children to leave us as well rounded, tolerant, responsible citizens who make a positive impact on their world they need to appreciate how diverse our society is – especially because in our small school there is less obvious diversity than at national level. Our work across the curriculum supports this vision. Below are some examples across our school.

Class	Example	Whole School
Reception	Using transition meetings with nurseries to establish relevant information about diversity Overall play ethos is one of choice Traditional Tales Celebrations e.g Diwali, Chinese New Year...our own diversity at St Philip's- encouraging children to share their own traditions and religions Dolls of different races available for play Display of own families around posters of 'different families – same love' – inclusive references to parenting – 'mummies and daddies'. Boy doll with dress on. Biff and Chip story books used – diverse characters Encouraging gender neutral play – dressing up in whatever outfits they choose- playing with whatever toys they choose rather than stereotypical ones Female staff active in outside area showing hands on examples of doing and making Avoiding gender associations of colour.	<u>We seek to make diversity part of our everyday –</u> To present a diverse picture of society to our children by choosing images, reading material and examples that make diversity a usual part of what we do - with no explicit comment necessary e.g. multi cultural, differently abled etc

Year One	Famous People...significant individuals e.g. Mary Anning Mary Anning triggered a conversation regarding gender as she was never named on her work but it was claimed by 'the men of science'. Toys topic in history – looking back at old toys - toys were specific to gender as it they were 'training' children for their lives as an adult. RE - Harvest – look at Jewish festival of Sukkot. RE – Creation – listen to stories of creation from different religions. RE – Baptism - look at baptism is celebrated in different faiths. PSHE – celebrate our similarities and differences within the class	Over time we include examples from a range of diverse groups in the following situations – creating PowerPoints or visual resources selecting class reading books the examples of famous people we focus upon such as artists, scientists, musicians etc.
Year Two	Tales from around the World Poems from other countries Explorers and space travel...important individuals Science for 2021 – smashing science stereotypes task	<u>We also seek to highlight diversity and enable children to explore issues of fairness concerning diversity –</u> children gain an age appropriate awareness of issues such as sexism, racism etc. When teaching a topic where the relevant examples are all white men – explain why that is or ask them to explain why this happened more in the past than now – 'male white rich/middle class privilege' idea.
Year Three	RE - An introduction to other Faiths with a focus upon Islam and mosque visit Buildings of Worship...especially a mosque History - Stone Age to Iron Age... tracing our country's development and exploring other cultures and the UK as a migrant nation Ancient Greece – a different culture and with lasting legacy– Paralympics Science – fossils and Mary Anning	Sensitively challenging pupils when there are instances such as 'girls can't do that'.
Year Four	Other faiths...Judaism and visit to a synagogue Romans... Saxons and Vikings...tracing our country's development and exploring other cultures and their treatment of women and use of slaves. Black Romans Celts/Anglo-Saxons/Vikings... equality of rule between genders (Boudicca) Communities working together Invaders & Settlers originally different religious beliefs but highly moral...converted to Christianity Art- Black Artists & culture (king of kings-ghetto) Jean-Michele Basquiat Women artists/sculpturers English- Wolves in the Walls- preconceived ideas of what things are/different perspective/viewpoint Alternative versions of traditional stories ... prejudice/stereotype (white = good, black =bad) Stories from other Cultures...life in Ghana/India/Africa How to Train your Dragon...stereotypes. What makes someone a hero? Captain Tom Viking Myths & Sagas PSCHE- acceptance of others & their differences. Good to be me. Anti-bullying week IDecision- A word without judgement...inclusion & acceptance Art- Henri Matisse disability did not prevent him continuing & developing his work. Art/English...Inventors/designers/architects...women/different faiths & beliefs French... other cultures, way of life, festivals & celebrations PTO	Being aware of our own 'casual remarks' – e.g. not asking girls to do tidying jobs and boys to do carrying jobs

Year Five	English – Stories from Other Cultures Space including important individuals – female and black people Myths and Legends Debate –street children. ‘Cosmic’ text – different cultures all given chance to go to Space. History - Turning point of Tudors and religious changes Ancient Egyptians...different culture and legacy including religious beliefs Victorians – changes in attitudes. Slavery, British Empire, privilege. British Empire impact. PSHCE - 1Decision – the working world. Links to gender pay gap, working rights, privilege etc. 1Decision – a world without judgement. Links to inclusion and acceptance, all strands. RSE and relationships including same sex couples/asexual. Boss of your own body. Anti-bullying week – covers all. PSHE – good to be me. Accepting others too. Geography - Compare locality to Madrid RE- Women in the Old Testament Christmas Around the World Daniel in RE. Taken to new culture, given new name. Islam unit in RE, links to other faiths e.g. Sikh holy book Art/Music - African art and music	PSHCE – citizenship section includes our one decision World without Judgement module RSE – it is our policy to be inclusive and positive about family types – ‘different families – same love’ – posters used around school Maths – using resources where people involved have diverse names, cultural backgrounds etc Science STEM ambassadors online sessions with all year groups 2021 – school wide reference to scientists from various diverse groups French – appreciating another language and culture Holocaust Remembrance...75 flames for 2020/ candles 2021
Year 6	English – Hi Rise mystery- class mystery- boy and girl siblings detectives- set on council estate. English comprehension- Katherine Johnson- Scientist worked at Nasa on space program. Kensuke’s Kingdom- role of Kensuke a Japanese soldier living alone on an island believing his family to be dead- Hiroshima bombing Holes text – range of key characters – non stereo typical gender roles and racial groups English- Kissin Kate Barlow biography- treatment of black people in US history PSHCE - PTO	Black History month began for us in 2020 with schoolwide activities – will now be an annual focus Seasonal activities: diversity within our own traditions

RSE curriculum – ‘different families – same love’ – ‘boss of your own body’ message PSHCE module - A World Without Judgement - 8-11 - 1decision Ltd – same sex marriage need to check this unit PSCHE/ SEAL- Going for Gold- Martin Luther King, You poem- images diversity, inspirational people- diversity (Anne Frank, Nelson Mandela, Stephen Hawkins, Barack Obama, Dick and Rick Hoyt) Bullybusters – accepting difference R.E- Exodus- cultural roles, traditions which link to history and still done now. What is freedom? Discussion about slavery and suffragettes, Abolition of slavery, Freedom piece of art work Pentecost and Easter – looking at art work- multi cultural images Was Jesus the Messiah balanced argument- respecting other religions belief. What do other religions believe? Faith in action day- work of Be Free Cambodia- different cultures and races - Pilgrimage diaries from across faith – characters of faith – multi cultural figures used Different faith practices e.g. Jewish Wailing wall Persecuted church in North Korea – leaders and dictatorship Advent – multi cultural images of Jesus Mary...treatment of women – society and culture The journey -Francesca Sanna- story shared as part of RE unit about refugees History – Migration stories for our local area – UK a migrant nation – locally Chinese and Irish communities – Jewish war refugees Role of women in WW2 Native American Culture – investigate and understand – defend against those who hated them The Maya...a different culture and legacy Atlantic Slave Trade and legacy Harriet Tubman and Rosa Parks and Ruby Bridges Geography - The Rainforest and global responsibility- deforestation issues and attitudes from those directly involved, those who live in the same country and those elsewhere. Natural disasters/Fierce Earth – explores events across the globe – examine the Haiti earthquake of 2010 – a French speaking country – why? Why is Japan better prepared than other countries? Science – Exercise unit – male and female athletes – black athletes – Paralympians next year Where white male scientists are featured we consider why so many scientists have been white and male.	Big focus on remembrance with activities to re-enforce appreciation of British Values and service and taking the opportunity to explore role of unremembered groups such as contribution of Commonwealth, labour corps, women and for next year disabled veterans Annual Commonwealth Day....Y6 lead worship on this News Champions in Year 6 have particular focus upon promoting BVs including respect and tolerance through the Big Picture News British Values news board updated every few weeks Worship tables/displays in each classroom include different religions Visitors from faith communities e.g. Young Muslims, Christians and Jews
--	--

	Thomas Edison biography – inventor with ASD – the positives of being so single minded and focussed Art- Work of <u>Arnold Drake World</u>- paper flower sculpture Famous architects- includes women - Zaha Hadid Music – Different genres – linking history to Blues and Reggae When looking at classical music and preponderance of white male composers – consider why this is	
--	---	--