

Diversity Role Models is a registered charity with over 11 years' experience supporting over 700 schools to embed empathy in the next generation and create an inclusive education system in which every young person can be themselves and thrive.

Our student workshops aim to educate young people about diversity, encouraging them to develop empathy and respect, as well as understanding the impact of bullying and stereotypes to empower students to model positive behaviours in school.

Our workshops support schools in delivering the RSHE [curriculum](#) through exploring the facts and the law relating to sexuality and gender identity including our legal rights and responsibilities regarding equality (including the Equality Act 2010). Our sessions encourage young people to understand that everyone is unique and equal, that stereotypes can be damaging and harmful, the importance of respecting others as well as the impact of bullying and the responsibilities of bystanders. They promote students' Social, Moral, Spiritual and Cultural (SMSC) development, are aligned to anti-bullying best practice as laid out in Preventing and Tackling Bullying (Department for Education, 2017), and support schools in meeting their legal obligations under the Equality Act 2010 by fostering good relations between diverse members of the school community.

Workshop content: We introduce the Equality Act 2010 and all the protected characteristics to explore the rights we all have under law before explaining that our work is focused on the protected characteristics of sexual orientation and gender reassignment. We then look at the concepts of sexual orientation and gender identity and the impact of homophobic, biphobic and transphobic bullying and language. We run an interactive game involving assumptions and stereotypes to explore how there are many stereotypes associated with gender and sexuality and that these can be inaccurate and harmful. Young people discuss some of the challenges' LGBTQ+ students could face in school and consider practical scenarios to reflect on how they could challenge prejudice and discrimination in their school through being allies rather than bystanders to prejudice based bullying and language. Through hearing personal stories from our volunteer role models, who are members of the LGBTQ+ community or allies, and engaging in an anonymous Q&A session we help build empathy and understanding of the differences that could motivate bullying. These activities help young people consider how they can make their school a more welcoming and inclusive environment.

Practical arrangements: Our facilitator will bring a PowerPoint on a USB to share a presentation during the workshops. The facilitator will also have post it notes available for students to write their question on for the Q&A. We will need a whiteboard/projector and PC/laptop to deliver the presentation with audio available as we sometimes use videos of our role model stories during the sessions. We also use a whiteboard or flipchart to make a note of our names and to make notes of key points during the session if the facilitator wishes. Students will just need a pen to write their anonymous questions with. On occasion we sample schools to conduct more in-depth evaluations with key stakeholders, however, we will ensure we inform the school of the practical requirements for this as needed.