

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 pupil 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 pupils to model positive behaviours in school.

Our developmentally-appropriate workshops support schools in delivering the RSHE [curriculum](#) through exploring how others' families can look different but must be treated with respect. They also help pupils understand the importance of respecting others and their differences, different types of bullying, its impact and the responsibilities of bystanders, what a stereotype is, and how stereotypes can be unfair, negative or destructive. 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.

Role Model Stories: Each workshop features a volunteer role model who share a developmentally appropriate personal story around the importance of respecting differences and celebrating different families. All role models are trained and supported in crafting their story to meet the needs of different age groups.

Year 1&2: Our workshop explores how we are all different and how everyone should be treated with respect and allowed to be themselves. We read the book 'Perfectly Norman' by Tom Percival and discuss how all of us are different and how our families may look different but are characterised by love and care and should be treated with respect. We feature images of people challenging stereotypes and discuss how we can help everyone be proud of who they are.

Year 3&4: Our workshop explores how our families may all look different but all deserve to be treated with respect. We also explore what makes us all unique and how there are many aspects to each of our identities including our families, cultures, gender, religion, hobbies etc. We introduce key concepts and terms relating to relationships and families in the LGBTQ+ community and how people can be bullied or stereotyped for their identities. Pupils are encouraged to not be bystanders to this and are asked to consider how they can respect all of our differences in schools.

Year 5&6: Our workshop uses the poet and campaigner Audre Lorde to introduce concepts relating to prejudice and discrimination and the importance of recognising and celebrating our differences. We introduce key terms relating to sexual orientation and gender identity before exploring how members of the LGBTQ+ community can sometimes face prejudice and discrimination. Through a scenario that includes both homophobic language and gender-based stereotypes we encourage pupils to not be bystanders to stereotyping and bullying and explore how they can celebrate difference and ensure everyone is respected and welcomed in their school.

Practical arrangements: Our facilitator will bring a PowerPoint on a USB to share a presentation during the workshops. 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. Each session has a worksheet that we will email to the school to print in advance and pupils will just need a pen/pencil to complete these. 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.