

Diversity Role Models

Offerings for
Schools/Colleges/FE Providers



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About Diversity Role Models

Our mission is to end bullying based on sexual orientation and gender identity in schools and promote understanding and acceptance of broader individual differences.

Diversity Role Models is an award-winning registered charity whose **vision is a world where everyone embraces diversity and can thrive.**

We work collaboratively to **create inclusive learning environments where young people know they are valued and supported, regardless of their differences.** Our experienced team of educators and volunteer Role Models deliver in-person and online workshops for students in schools and colleges. We have also developed highly regarded training sessions for school staff, governors and parents and carers. **Each session is underpinned by the power of storytelling, utilising volunteer Role Models who speak openly about their lived experiences of difference and bullying.**

Since our formation in 2011, we have worked directly with 1,000+ schools in the UK. We have delivered workshops directly to 250,000+ young people and trained 25,000+ school staff members. In addition to delivering workshops, we develop educational resources for teachers, governors, parents/carers, and communities.

We have a range of services to support schools on their anti-bullying and equality, diversity and inclusion journey. Our work has been independently evaluated by National Council for Voluntary Organisations and shown to have a real impact on school culture.

Click on the links below to find out more or to book a session:

-  **Primary Pupil Workshops**
-  **Secondary Student Workshops/Assemblies**
-  **Staff Trainings**
-  **Parent and Carer Training**
-  **Governor Training**

Primary Pupil Workshops

Overview

Our pupil workshops aim to **educate young people about diversity and encourage the development of empathy and respect**. They explore the impact of stereotyping and bullying to ensure that pupils model positive behaviours in school.

Our developmentally-appropriate workshops **support schools in delivering the Relationships, Sex and Health Education (RSHE) curriculum** in a number of ways: by exploring how others' families can look different but must be treated with respect; helping pupils understand the importance of respecting others and their differences; exploring different types of bullying and its impact; understanding stereotyping, its impact and how to challenge it; and how to be upstanders against unkindness and bullying.

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 **shares a developmentally appropriate personal story around the importance of respecting differences, challenging stereotypes and celebrating different families**. All Role Models have an Enhanced DBS with barred list, and are trained and supported in crafting their story to meet the needs of different age groups.



100%

of primary teachers said the **Role Model story helped pupils celebrate difference and build empathy**.

-- Diversity Role Models Impact Report 2025

Primary Pupil Workshops

100%

of staff agreed our workshops increased pupils understanding of diversity and difference

100%

of staff agreed our workshops had a positive impact on inclusion in their school.

97%

of staff agreed our pupils have a better understanding of what to do if someone is being bullied

-- Diversity Role Post-Evaluation Data 24/25 Academic Year2

How we organise our workshops:

We have a **range of workshops for different age groups**. We can deliver a half or full day of **45-60 minute workshops, typically between 3-6 sessions a day**.

All staff and volunteers have undergone training and have a DBS check in line with our [safeguarding policy](#).

All sessions can be delivered digitally if your school is outside of our delivery areas.

We have delivered sessions to a range of settings including SEND and alternative provision settings.

Embedded Learning

After the workshops you will receive a **pack of teaching resources** that will allow staff to run follow-up lessons and activities with students to build upon the learning from the workshop. We can also organise assemblies that work well as standalone sessions but are even more impactful as a follow-up to our classroom-based workshops.

Our Content

We offer two strands of education services designed to build inclusive school cultures where everyone can thrive. Our **Embracing Difference** strand is anchored in the protected characteristics and supports schools to create an ethos where all pupils feel valued and able to be themselves. Alongside this, our **LGBTQ+ Specific** strand delivers the same inclusive focus but with particular attention to LGBTQ+ identities and experiences, helping schools deepen understanding and embed respect for LGBTQ+ communities.



Primary Pupil Workshop Content

Embracing Difference

EYFS

This workshop **celebrates differences** through sharing the story 'Mixed' by Arree Chung. We **consider how feeling excluded might feel and how including everyone** and celebrating our differences can make the world a better place. **This session includes facilitator input and continuous provision activities.**



Year 1 & 2

This workshop celebrates difference through sharing the story 'Odd Dog Out' by Rob Biddulph. We consider how to make everyone feel included, while allowing students to **reflect upon what makes them unique and how to be inclusive of all.**



Year 3 & 4

This workshop explores what stereotypes are, why they are often untrue, and how they can be harmful when accepted without question. Pupils reflect on ways to **challenge stereotypes and focus on celebrating the differences that make each person unique.**



Year 5 & 6

Centered around a quote from the poet Audre Lorde about celebrating difference, this workshop explores **what it means to be an upstander and the importance of being an upstander against unfairness and bullying.**



- Lesson plans and workshop materials can be sent for review upon request.

It is important to be an upstander because it will make the world a kinder place for all"

– Primary Pupil Quote from Workshop Academic Year 24/25

Primary Pupil Workshop Content

Embracing Difference

EYFS

This workshop explores the story 'Perfect Fit' by Chang & Lee, focusing on the **themes of friendship, kindness, inclusion, and celebrating differences**. We will reflect on what makes them unique and consider ways to help others feel welcome and included. **This session includes facilitator input and continuous provision activities.**



Year 1 & 2

This workshop explores the themes of **difference, belonging, and inclusion** through the story 'Not Quite Narwhal' by Jessie Sima. We reflect on what makes each of them special and learn that **everyone is unique, yet all members of the class and school community belong**. Through discussion, creative activities, we consider ways to **celebrate diversity and include others, fostering kindness, empathy, and a sense of community**.



Year 3 & 4

This workshop explores the themes of **diversity, inclusion, and belonging** through the theme "**we are all part of the same puzzle.**" We reflect on how everyone's uniqueness contributes positively to the classroom and school community, **fostering empathy, kindness, and understanding while appreciating that everyone has a valued place and role.**



Year 5 & 6

This workshop explores the themes of **diversity, inclusion, and belonging**, encouraging pupils to reflect on what makes each of us unique. We will reflect upon the different ways people can contribute to a community and **why it is important to value and respect those differences**. We will consider how they can play a role in making their school a place where **everyone feels welcome, safe, and included.**



- Lesson plans and workshop materials can be sent for review upon request.

Primary Pupil Workshop Content

LGBTQ+

EYFS

This workshop celebrates different families through sharing the story **'And Tango Makes Three'** by **Justin Richardson and Peter Parnell**. We explore different types of families and consider the values that all families share and **what all families need to feel safe and happy, regardless of their makeup.**



Year 1 & 2

Reading the book **'Perfectly Norman'** by **Tom Percival**, this workshop explores how we are all different and everyone should be treated with respect. **We 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.**



Year 3 & 4

This workshop explores **differences relating to our families and our identities**, reflecting on what makes us all unique. **We introduce key concepts and terminology relating to family structures and relationships, including 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 school.



Year 5 & 6

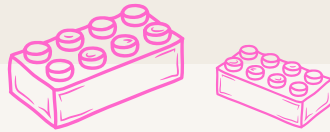
This workshop explores the **importance of being proud of who you are** and all the things that make you unique. **We introduce key terms relating to LGBTQ+ identities and families before exploring how members of the LGBTQ+ community can sometimes face prejudice and discrimination.** We encourage pupils 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.



- Lesson plans and workshop materials can be sent for review upon request.

Building Inclusion Through Play

Overview



Through the **use of Lego bricks, play, and kinesthetic activities**, our 'building inclusion through play' workshops aim to **educate young people about diversity and encourage the development of empathy and respect**. They explore the themes of diversity, inclusion and stereotypes.

- These workshops are designed to be an hour in length.
- These workshop have been designed as a series of three different sessions to be delivered over three days (these do not need to be consecutive days), though they can be booked and delivered as a single sessions delivered over one day.
- All equipment is provided by Diversity Role Models.

Year 3 and 4

We have three sessions that can be delivered as a series or as individual sessions.

Session 1: Diverse Families - We explore different types of families, values of inclusion and the importance of respecting difference.

Session 2: Stereotypes (this can include and LGBTQ+ focus if requested) - We explore the meaning of stereotyping, it's dangers and the importance of being an upstander.

Session 3: Showing Your Pride - We explore the pride flag and the importance of being proud of who you are and whatever it is that makes you unique.



Year 5 and 6

We have three sessions that can be delivered as a series or as individual sessions.

Session 1: Diversity Is Our Strength - we explore the importance and meaning of diversity and inclusion (this can include an LGBTQ+ focus if requested).

Session 2: Stereotypes - We explore the meaning of stereotyping and the dangers of such and the importance of being an upstander (this can include an LGBTQ+ focus if requested)

Session 3: Building LGBTQ+ History - We explore important LGBTQ+ people and events from history, to build empathy and understanding of the importance of equality and inclusion.



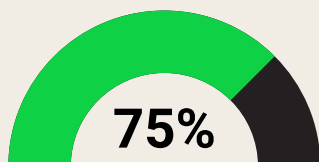
- Lesson plans and workshop materials can be sent for review upon request.

Secondary Student Workshops

After our workshops in secondary schools:



Over 2 in 3 feel students confident doing something if they saw bullying.



of students said they will respect people who are LGBTQ+

– Diversity Role Secondary Workshop Data 24/25 Academic Year

Overview

Our secondary student workshops empower educational communities to end bullying. Our workshops aim to **help schools embed a celebration of difference and a foster a culture of empathy and respect.**

These inspiring anti-bullying workshops supplement the **Relationships & Sex Education and Health Education (RSHE)** curriculum and add value to your **Personal, Social, Health and Economic Education (PSHE)** teaching.

Through the power of personal stories embedded in interactive, empowering sessions **we create positive, sustainable change in school communities.**

Role Model Stories



The highlight of each of our workshops is a lived experience story from one of our LGBTQ+ or ally Role Models. **Our Role Models help develop empathy and understanding through storytelling and openly answering questions from participants.** All our staff and volunteers are fully trained and undergo Enhanced DBS with barred list checks, and are passionate about helping end bullying in schools.



....you presented the workshops in a way that really emphasized our notion of respect and acceptance and [this] has massively helped us in our journey.

– Secondary Teacher - Post-Delivery 2025



Secondary Student Workshops

How we organise our workshops:

We can deliver a half or full day of 45-60 minute workshops, typically between 3-6 sessions a day. These workshops are suitable for students aged 11-16. All staff and volunteers have undergone training and have a DBS check in line with our [safeguarding.policy](#).

All sessions can be delivered digitally if your school is outside of our delivery areas.

We have delivered sessions to a range of settings including SEND and alternative provision settings.

Embedded Learning

After the workshops you will receive a pack of teaching resources that will allow staff to run follow-up lessons and activities with students to build upon the learnings from the workshops. This pack includes resources for staff, students and the wider school community.



The training was very informative and represents the LGBTQ+ community in an actually positive light. Being interactive kept everyone engaged and doesn't leave anyone out. The program being informative helped people to better understand the community and their experiences. As a member of the LGBTQ+ community, I feel like by using people who are members of the community made the experience better rather than people who don't experience the problems faced by the community like some other training groups might.

– Year 11 Student Response Post Workshop

Secondary Student Workshop

Embracing Difference

Content Overview

The workshop begins by inviting students to reflect on the labels and differences that divide them within their school context ('cliques') as well as the experiences, behaviours and values that they have in common.

Students reflect on the differences that make us particularly vulnerable to prejudice and discrimination including those represented by the **9 protected characteristics as outlined by the Equality Act 2010**.

Students are challenged to observe and share their reactions to difference - using images of a range of Role Models who may face different forms of discrimination. They explore **why difference can make us feel uncomfortable and the ways in which this discomfort might impact our behaviour** and the way we relate to one another. They explore the concept of intersectionality and reflect on why it's important, if sometimes challenging, to be an **upstander against prejudice language, bullying or discrimination**.

They identify the prejudice they have witnessed in school and in their communities, and by listening to **the lived experience of a volunteer Role Model who shares a story related to prejudice, they are made aware of the impact of prejudice-bullying and language**.

To conclude, students consider different possible responses to 'difference' in their school community and are **empowered to bring about positive change in their own behaviour and in the culture of their school** with regard to being an upstander.



I believe most of the reason why people will 'make fun' of somebody is because they don't understand. I feel as though if we learn more...the less people will make fun of it.

– Student Response, Diversity Role Models Impact Report 2021

Secondary Student Workshop

LGBTQ+

Content Overview

The workshop begins with a fun interactive activity that invites pupils to reflect on their values and opinions, creating an engaging starting point for deeper discussion. This sets the tone for exploring themes of identity, respect, and belonging throughout the session.

Students reflect on the differences that make us particularly vulnerable to prejudice and discrimination including those represented by the **9 protected characteristics as outlined by the Equality Act 2010**.

Students are challenged to observe and share their reactions to difference - particularly in regard to LGBTQ+ and intersectional identities. They **explore why difference can make us feel uncomfortable and the ways in which this discomfort might impact our behaviour and the way we relate to one another**.

They identify the issues that young LGBTQ+ face in their school setting and beyond, and by **listening to the lived experience of a visiting Role Model from the LGBTQ+ community**, they are made aware of the impact of HBT bullying and language.

To conclude, students consider different possible responses to 'difference' in their school community and are **empowered to bring about positive change in their own behaviour and in the culture of their school with regard to LGBTQ+ inclusion**.



I now know how to support LGBTQ+ people and make them feel more comfortable.

--Student Quote, Secondary Workshop 24/25 Academic Year



Advanced LGBTQ+ Workshops

We can provide advanced versions of secondary sessions that explore the topics in greater depth and have more focus on **LGBTQ+ rights internationally**.

We also run **Student Voice sessions up to 60min long that are suitable for student-led equality and LGBTQ+ groups**. These sessions help young people build the skills and confidence they need to run an effective equality campaign to bring about positive change in their school.

Secondary Student Assemblies

Overview

Our assemblies are a great way to remind a whole year group of students of the facts and law relating to LGBTQ+ equality and how they can be upstanders to homophobic, biphobic and transphobic bullying. **They are up to 60 minutes long and are a good way to recap content with students who perhaps have existing knowledge of the LGBTQ+ community.**

We begin by **introducing the Equality Act of 2010** and explore the protected characteristics and the rights we all have under law, before explaining that today's **focus is on the characteristics of sexual orientation and gender reassignment**. We then look at some key language and concepts related sexuality, sex, gender reassignment and expression.

We **explore some key moments in British and global LGBTQ+ history**, and think about how allies have been an important part of securing rights for LGBTQ+ people too.

The focal point of the assembly is our **Role Model sharing their experience of growing up as a member of, or an ally to, the LGBTQ+ community**, and some key takeaways for the students around the importance of being proud of who you are and how they can make a difference in their communities.

There is an opportunity for students to ask questions and then reflect on how we could challenge prejudice and discrimination in our own schools.

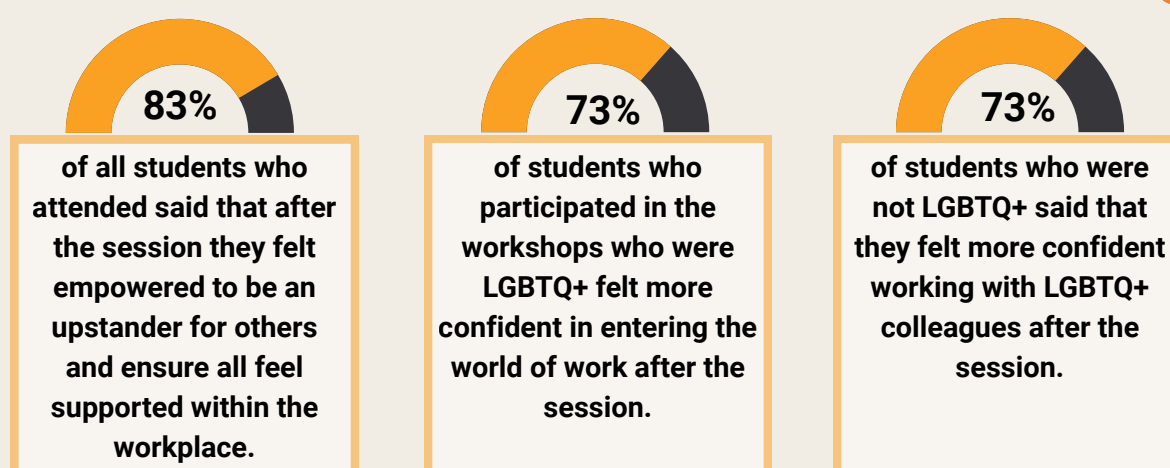
These activities help to build empathy among young people and help them to make their school a more welcoming and inclusive place for everyone.



“ *[Your] story was relatable and inspiring, it gives me a lot of confidence now and [has] made me realise a lot, [you] already have [had] such a strong influence on me.* ”

—Student Quote, Secondary Workshop 24/25 Academic Year

Post-16 and Higher Education



– Diversity Role Models PA Foundation Post-16 Project Evaluation Data 2024

Overview

Our post-16 education workshops are thoughtfully designed to resonate with students across various disciplines and backgrounds.

Our experienced facilitators guide students through **dynamic and interactive sessions that encourage dialogue, self-reflection, and critical thinking**. Each of our workshops features an **inspiring story from one of our LGBTQ+ or ally Role Models**.

Through engaging activities and open discussions, students gain a deeper **understanding of the experiences of LGBTQ+ individuals** and the importance of breaking down harmful stereotypes.

We offer workshop formats that cater to the specific needs and goals of your students.

Offering:	Description:
LGBTQ+ inclusion post-16 workshop (1-1.5 hours)	An introduction to LGBTQ+ inclusion which examines terminology, stereotypes and allyship. For those following specific career paths this workshop also covers workplace responsibilities under the Equality Act 2010.
LGBTQ+ inclusion Higher Education workshop (1-1.5 hours)	An in-depth examination of key issues affecting the LGBTQ+ community. This workshop can be tailored for certain specific subject areas such as history and sociology.

PGCE and ITE/ECT Trainings

Overview

A practical training to give trainees the skills, resources and confidence to become LGBTQ+ inclusive teachers. Suitable for PGCE and schools-centred initial teacher training (SCITT) as well as early career teachers (ECTs). This can be adapted to be an **Embracing Difference, Ending Bullying** training.

A 2 hour session will cover:

- ☐ LGBTQ+ identities, terminology and lived experience from a Role Model story

- ☐ Strategies for tackling and preventing prejudice-bullying and language through our Four Pillars to a Preventative Approach

- ☐ Practical scenarios on responding to prejudiced-language and bullying

- ☐ Policies & Process - key policies statutory and regulatory (Ofsted/ISI/Estyn) requirements

- ☐ Values & Visibility - embedding inclusion into classroom practice

- ☐ Curriculum & Education - Action planning to create LGBTQ+ inclusive curriculum and lessons,

- ☐ Stereotypes & Bias - How to mitigate bias and challenge stereotypes in lessons and displays

- ☐ Awareness of transgender identities and potential difficulties faced, supporting staff to ensure the school meets the needs of all students in a practical and proactive way.

- ☐ Overcoming challenges - creating inclusive environments on placement and in ECT years

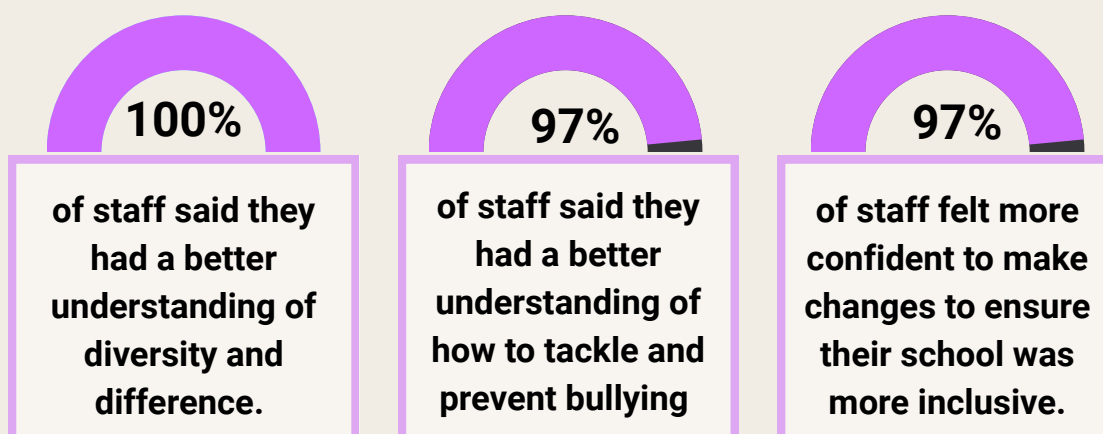
The training is always very well received by the trainees with excellent evaluation scores and very positive comments. The format of the training is always open and puts the trainees at ease about tackling issues covered and the ability of them to ask any questions puts them at ease.

– SCITT Director, South East

Staff Trainings

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Reflecting on the long-term impact of our training:



-- Diversity Role Models Impact Report 2024

Overview

Our training models have been designed around our **four pillars to a successful preventative approach**. We give staff the skills and confidence to to prevent prejudice based bullying, especially where it is related to the protected characteristics.



Our trainings **equip staff with the skills, resources and confidence to embed a celebration of difference into the curriculum and culture of their school**. Staff will also gain a deeper understanding of bias and learn how to embed inclusion across the school.

Prejudice language is also a focus, with 'real life' scenarios included, to give staff an opportunity to **build confidence and explore best practice** in response to such incidents.

Each of our sessions are interactive and we utilise activities, discussion, scenarios, quizzes and engagement via interactive software and a range of facilitation techniques to create a **safe and open environment for participants to learn and develop their skills and confidence**.

Staff Trainings

94%

of staff said they would recommend our training to others.

“

So interactive. One of the best training models I've been part of.

– Staff training evaluation form respondent

”

-Diversity Role Models - Embracing Difference, Ending Bullying Impact Report 2024

How we organise our trainings:

We offer training and workshops to adults in the school community including staff and governors. **Sessions can be delivered in person or online**, depending on your setting's location and the needs of the audience.

We can adapt our training to meet the needs of your school or college and we encourage all staff, whatever their role, to join the training and develop strategies to effectively tackle and prevent bullying in your setting.

Sessions can be tailored from 1 hour to 3 hours depending on your need.

Embedded Learning

After the session you will receive a pack of resources that will allow staff, and governors to access further information, support and guidance. For staff this includes access to a suite of resources featuring our Role Model Stories to help translate their learning into classroom practice.

“

The training was really relevant to my role in school, offered lots of practical suggestions for embracing differences to use in the classroom and was delivered really well.

– Staff evaluation form respondent

”

Staff Training

Embracing Difference

Training Content

Anchored in the protected characteristics, this training provides staff with the tools, resources and confidence to tackle and prevent bullying and create a truly inclusive school culture.

A 2 hour session will cover the following:

- ☐ The importance of creating an inclusive school.

- ☐ Moral, statutory and Ofsted/ISI/Estyn obligations for preventing bullying and promoting equality.

- ☐ The importance of role models and the power of stories, featuring one of our fantastic volunteer Role Models who will share their story and answer any questions from staff.

- ☐ Strategies for tackling and preventing prejudice-bullying and language through our Four Pillars to a Preventative Approach

- ☐ Policies and processes - leading inclusion work through policy improvement, implementation and monitoring.

- ☐ Tackling prejudice language - 'real life' practical scenarios and role play.

- ☐ Curriculum and education - best practice and resources for all ages/subjects.

- ☐ Stereotypes & Bias - challenging unconscious bias and best practice for challenging stereotypes in the classroom and wider school community.

- ☐ Overcoming Challenges - 'real life' practical scenarios and role play.

- ☐ Training and Development – Next Steps, Action Plan, and recommended resources.

Staff Training

LGBTQ+

Training Content

Our training sessions are designed to give staff a deeper understanding of LGBTQ+ people and the challenges they can face in the education system and is rooted in the Equality Act 2010. Staff will learn how best to support students in creating an inclusive school.

A 2 hour session will cover the following:

- ☐ LGBTQ+ identities, terminology and lived experience from a Role Model story

- ☐ Strategies for tackling and preventing prejudice-bullying and language through our Four Pillars to a Preventative Approach

- ☐ Practical scenarios on responding to prejudiced-language and bullying

- ☐ Policies & Processes - How to adapt policies and processes so they support students and staff as well as meeting statutory and regulatory (Ofsted/ISI/Estyn) requirements

- ☐ Values & Visibility - embedding inclusion into the school ethos.

- ☐ Curriculum & Education - Action planning to create LGBTQ+ inclusive curriculum and lessons,

- ☐ Stereotypes & Bias - How to mitigate bias and challenge stereotypes in lessons and displays

- ☐ Awareness of transgender identities and potential difficulties faced, supporting staff to ensure the school meets the needs of all students in a practical and proactive way.

- ☐ Overcoming challenges - Embedding a whole school approach with parents/carers, governors and the wider community

Data-Driven Action Planning

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Stakeholder engagement, data analysis and action planning with SLT

As part of our Government Equalities Office funded project and our recent Department for Education funded programme, we have developed unique stakeholder engagement tools to support SLT in creating bespoke action plans.



Rooted in our [Four Pillars to a Successful Preventative Approach](#) we gather qualitative and quantitative data to support you in creating a strategy that meets your settings needs. We **survey students, staff, governors, SLT and parents/carers** to gather data and insights that will be presented in a report and will inform the creation of a bespoke Action Plan for your setting.

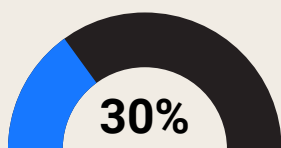
Your **bespoke Action Plan** will contain short, medium and long term goals and can be updated and adapted as you progress through your journey. We can offer support, resource and guidance on:

- **Policies & Processes**
- **Curriculum & Education**
- **Values & Visibility**
- **Training & Development**

This approach can help demonstrate how you are taking a **consultative approach** to equality, RSE and inclusion and how you utilise **student voice** in shaping your approaches to anti-bullying and personal development. This will help you demonstrate how you are meeting your **statutory and regulatory requirements under Ofsted/ISI/Estyn**.

The data and insights gathered will also support Diversity Role Models in tailoring any training or support offered to meet your communities needs.

Parent/Carer Sessions



of parents/carers said the school does not consult with them on inclusion.

– Diversity Role Models - Embracing Difference, Ending Bullying Impact Report 2024

Overview

Parents and carers play a key role in shaping and supporting young people's opinions and attitudes. Any effective strategy aiming to tackle and prevent bullying must include and empower parents and carers.

This session is an **opportunity for your school to showcase your efforts at tackling and preventing bullying to parents/carers and communicate its importance and alignment with your school values.** It offers guidance on how they can support young people to develop empathy, inclusive behaviours, and embrace diversity.

Parents and carers will have the opportunity to hear a lived experience story from a Role Model and ask questions in a safe and open environment. **This is designed to be a collaborative session between a representative of the school and a member of the Diversity Role Models team.** If the workshop is taking place alongside our work with students we can share information on what is covered in our workshops with parents/carers and answer their questions.

How We Organise Our Trainings

Sessions **can be delivered in person or online**, depending on your settings' location and the needs of the audience.

Each of our sessions are interactive and we utilise activities, discussion, scenarios, quizzes and engagement via interactive software and a range of facilitation techniques to **create a safe and open environment for participants to learn and develop their skills and confidence.**

Sessions can be tailored from 45-90m depending on your need and we can run sessions at different times to fit parents/carers schedules.

Parent/Carer Sessions Content

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Embracing Difference Content Overview

A 1.5 hour session will cover the following:

- ☐ The importance of eliminating bullying and prejudice to create a positive and inclusive environment where all students can thrive.

- ☐ The lived experiences of people who face prejudice and the scale and impact of prejudice-based bullying.

- ☐ Best practice in tackling and preventing bullying and schools' obligations relating to bullying and tackling prejudice.

- ☐ What the school is doing already (input from school to showcase the work already done in this area) - guidance given from Diversity Role Models on what to include.

- ☐ How this work aligns to and is brought to life within the schools' policies, ethos and values.

- ☐ How Diversity Role Model's workshops (if applicable) support the school in preventing bullying.

- ☐ How parents and carers can support the school in ending bullying.

- ☐ Practical guidance on how they can help at home.

Parent/Carer Sessions Content

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LGBTQ+ Content Overview

A 1.5 hour session will cover the following:

- ☐ The importance of eliminating bullying and prejudice to create a positive and inclusive environment where all students can thrive.

- ☐ The lived experiences of LGBTQ+ people and the scale and impact of LGBTQ+ based bullying.

- ☐ Best practice in tackling and preventing bullying and schools' obligations relating to bullying and tackling prejudice.

- ☐ What the school is doing already (input from school to showcase the work already done in this area) - guidance given from Diversity Role Models on what to include.

- ☐ How this work aligns to and is brought to life within the schools' policies, ethos and values.

- ☐ How Diversity Role Model's workshops (if applicable) support the school in preventing bullying.

- ☐ How parents and carers can support the school in ending bullying.

- ☐ Practical guidance on how they can help at home.

Governor Training

Overview

To supplement our anti-bullying work within your school/college we also offer Governor Training.

To promote an effective anti-bullying strategy in your setting, it is vital to **adopt a whole-school approach**. This means informing all stakeholders of the steps being taken to reduce bullying and how your school responds to bullying through the collaboration and inclusion of the whole school community.

These sessions are **designed to ensure governors can support the school's efforts in effectively tackling and preventing bullying and meeting statutory and regulatory obligations**. Our sessions educate governors about their role in making their school or college a more inclusive place where all can thrive, while also empowering the whole community with the skills and knowledge to tackle bullying.

How We Organise Our Trainings

Sessions **can be delivered in person or online**, depending on your settings' location and the needs of the audience.

Each of our sessions are interactive and we utilise activities, discussion, scenarios, quizzes and engagement via interactive software and a range of facilitation techniques to create a **safe and open environment for participants to learn and develop their skills and confidence**.

Sessions can be tailored from 1 hour to 3 hours depending on your need.

Governor Training

Embracing Difference Content Overview

A 2 hour session will cover the following:

- ☐ The importance of eliminating bullying and prejudice to create a positive and inclusive environment where all students can thrive.
- ☐ The lived experiences of people who face prejudice and the scale and impact of prejudice-based bullying.
- ☐ Best practice in tackling and preventing bullying and schools' obligations relating to bullying and tackling prejudice.
- ☐ Policies, processes and governor responsibilities.
- ☐ The importance of an inclusive curriculum that educates about diversity.
- ☐ How Diversity Role Model's workshops (if applicable) support the school in preventing bullying.
- ☐ Overcoming challenges to creating an inclusive school.
- ☐ Best Practice for Governors in supporting work anti-bullying work, diversity and inclusion.

Governor Training

LGBTQ+ Content Overview

A 2 hour session will cover the following:

- ☐ The importance of eliminating bullying and prejudice to create a positive and inclusive environment where all students can thrive.
- ☐ The lived experiences of LGBTQ+ people and the scale and impact of prejudice-based bullying with a focus on LGBTQ+ young people and families.
- ☐ Best practice in tackling and preventing bullying and schools' obligations relating to bullying and tackling prejudice.
- ☐ Policies, processes and governor responsibilities.
- ☐ The importance of an inclusive curriculum that educates about diversity.
- ☐ How Diversity Role Model's workshops (if applicable) support the school in preventing bullying.
- ☐ Overcoming challenges to creating an LGBTQ+ inclusive school.
- ☐ Best Practice for Governors in supporting work anti-bullying work, diversity and inclusion.

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The cost to Diversity Role Models is the calculated cost to the charity to deliver this service. We recognise that budgets are under considerable strain and will therefore subsidise this cost with our *Hardship Fund* or through the generous support of our partners.

We ask that educational institutions pay a **non-refundable administration fee of £100 per day** and make a minimum contribution to the cost of the sessions. The more you can contribute, the more impact we can have by utilising our funding to reach other educational institutions.

If cost is a barrier, speak to us, as we may have funding available in your area to further subsidise. We offer a range of packages for individual schools, local authorities or MATs to help you get the best support at the best price.

Student Workshops

	Recommended Contribution (inclusive of administration fee)	Cost to Diversity Role Models
Half Day (1-3 Workshops)	£560	£1,560
Full Day (4-6 workshops)	£700	£1,950
Half Day (Digital)	£450	£1,170
Full Day (Digital)	£560	£1,560

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Student Voice Session or Assembly

	Recommended Contribution (inclusive of administration fee)	Cost to Diversity Role Models
Half Day (Max 3 sessions)	£560	£1,560
Full Day (Max 6 sessions)	£700	£1,950
Half Day (Digital)	£450	£1,170
Full Day (Digital)	£560	£1,560

Should you book a parent/carer, governor or staff training session on the same day as student workshops you will be eligible for a **£100 discount**.

Parent/Carer Workshop or Governor Training

	Recommended Contribution (inclusive of administration fee)	Cost to Diversity Role Models
Half Day (Up to 2 hours)	£560	£1,560
Full Day (Up to 4 hours)	£700	£1,950
Half Day (Digital)	£450	£1,170
Full Day (Digital)	£560	£1,560

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Staff Trainings

	Recommended Contribution (inclusive of administration fee)	Cost to Diversity Role Models
Half Day (Up to 2 hours)	£620	£1,560
Full Day (Up to 4 hours)	£800	£1,950
Half Day (Digital)	£460	£1,170
Full Day (Digital)	£620	£1,560

Data-driven Action-planning

	Recommended Contribution	Cost to Diversity Role Models
Surveys, Data Report and Action Plan	£460	£1,460
Additional consultation meeting with SLT	£350	£1,070
Discount if booked alongside trainings/workshops	30% off	

Contact Details

Get in touch

 [Contact us via our website](#)

 Contact us via email at: education@diversityrolemodels.org

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 www.diversityrolemodels.org