



Our Ref: RDE

December 2023

## **ALL PARENTS/CARERS**

Dear Parent/Carer

### **Re: Diversity in Dormston**

We would like to update you on the 'Diversity in Dormston' programme that has been running in Dormston School for over 2 years now.

Here at Dormston, we strive to make all students feel welcome, secure and free to be the people they want to be. We actively promote inclusion and seek to address any issues that students may face in their time with us. We participate in events such as Black History Month to promote multiculturalism and have gained the Stonewall Award for our work on promoting the rights of the LGBTQ+ community.

On the Dormston School website- <https://dormston.dudley.sch.uk/diversity-in-dormston/> you can find further details of work that we do to promote diversity. You can view resources we show students, view where our curriculum covers these areas, see reading lists, view staff training on this and access websites that can offer further information. We want our students to fully engage with British Values and the factors of 'Mutual Tolerance and Respect' and 'Individual Liberty' are at the core of our diversity work. We expect all students to be fully respectful of all people, regardless of gender, sexuality, race, ethnicity, ability, language, country of origin or religion. If students are not respectful of these characteristics, we take action to provide them with education to learn from their mistakes and repair the harm caused. For example, any pupil who is at fault in a racist incident, will be required to take part in a bespoke workshop to tackle the misconceptions and ideas that they may have. This is based on the 'Kick it Out' course and we do the same for homophobia.

Within school we promote Diversity in Dormston through:

1. Assemblies - the Equality Act and Black History Month, LGBTQ+ month, Neuro Diversity Week. These include information on the different types of discrimination, not just direct, but also harassment and micro-aggressions that will not be tolerated.
2. Black History Month - alongside assemblies that are staff and student led, forms will complete resources, every subject area will promote black figures from their curriculum area as positive representations and the canteen will provide food of black origin.
3. Weekly Power Points - reminders of days such as 'International Day against Racism', 'International Day against Homophobia/Transphobia/Bi-phobia/National Deaf Awareness Week, Ramadan etc. These often include video links and discussion points.
4. PSHE - multiculturalism in Year 9 and Stone Wall, identities and multiculturalism in Year 10.
5. RS curriculum (see links on website) <https://dormston.s3.amazonaws.com/uploads/document/Diversity-in-Dormston.pdf?t=1601300271&ts=1601300271>
6. Citizenship curriculum (see links on website) <https://dormston.s3.amazonaws.com/uploads/document/Diversity-in-Dormston.pdf?t=1601300271&ts=1601300271>

7. 'Where in the World?' map - students are asked to say where their families are from around the world, we label this and place this on a display to show how far around the world our school reaches
8. 'Diversity' email. Students and parents/carers can report any incidents of racism, homophobia, transphobia, sexism, religious discrimination, disability discrimination or any other form of discrimination to a bespoke email address, which is monitored and issues are dealt with
9. 'Be Heard' box - students can anonymously place concerns in a box where incidents will be picked up and monitored.
10. LGBTQ+ club - ran by students to discuss issues and provide support.
11. Student and staff surveys on experiences of racism in Dormston - this will be repeated this year to see what progress has been made.
12. Display in the atrium on Diversity in Dormston.
13. Posters displayed for 'Step Up Beat Hate' - contact details for a local team, working with the police to report and discuss hate crime.
14. LGBTQ+ noticeboard, created by students on display.
15. Bespoke workshops for any pupils who have made a racist or homo/trans/bi phobic comments or gesture, using the 'Kick it Out' campaign materials.
16. Positive representations of people from diverse backgrounds e.g. Maths/Science corridors
17. Activities Week will see a 'culture' day for Year 8, who will participate in a range of activities based on different cultures, such as steel drums and bhangra dancing.

#### **Updates 2023/2024**

1. We have analysed the results of the student survey issued to students of non - white British backgrounds (this includes students of dual heritage) and found that the amount of students who have faced direct racism had fallen by 21%. This is very pleasing, although we still have a way to go. Furthermore, incidents of harassment and non-direct racial comments have fallen 18%.
2. During October, to celebrate Black History Month, all curriculum areas showed role models from their areas from black backgrounds. We also, as detailed above, served food originating from the West Indies.
3. On the student surveys, pupils have called for 'culture days' to be implemented. During activity week, Year 8 will participate in a culture day.
4. We aim to begin network planning with other schools in the Dudley area to improve our provision on diversity.

We would welcome any suggestions for improving this programme and will look to future events that will extend on this provision. Please feel free to email me with any concerns or issues and I am happy to discuss this further - [rdownie@dormston.dudley.sch.uk](mailto:rdownie@dormston.dudley.sch.uk)

Yours sincerely

*R Downie*

**Mrs Downie**  
**Head of Derwent House**