

HOW TO PROMOTE

INCLUSIVITY THROUGH PEER-LED

ACTIVITIES AND IDEAS



Inclusion is the act of embracing everyone regardless of race, age, gender, disability, religious or cultural beliefs and sexual orientation.

Realising that each student can contribute to your school culture is key to creating a supportive, respectful environment where everyone can feel valued and included. As Anti-Bullying Ambassadors, it is important to create equal opportunities for all your peers to participate in the same types of programmes and activities.

WHAT CAN YOU DO TO PROMOTE INCLUSIVITY IN YOUR SCHOOL?

RAISE AWARENESS_

It is important to make the school community aware of different types of people and the issues that may be affecting them. By running assemblies and workshops on the theme of diversity and inclusion, you can raise awareness and celebrate the different communities of people who make up our society. Obviously, this can happen at any time of year, but some key dates you may want to consider for your campaign are:

- **21st September** – International Day of Peace
- **October** – Black History Month
- **10th October** – World Mental Health Day
- **11th October** – International Coming Out Day
- **21st October** – International Pronouns Day
- **22nd October** – International Stammering Awareness Day
- **November** – Islamophobia Awareness Month
- **February** – LGBTQ+ History Month
- **8th March** – International Women's Day
- **2nd April** – World Autism Awareness Day
- **17th May** – International Day Against Homophobia, Transphobia and Biphobia
- **June** – Pride Month
- **12th July** – Disability Awareness Day
- **18th July** – Nelson Mandela Day

Get creative – do research and add your own! There are loads out there.

WHOLE SCHOOL APPROACH_

What does it mean to have a “whole school approach” when it comes to promoting inclusivity in school? At The Diana Award, a whole school approach is about everyone in the school community working together to create an environment which promotes respect, safety and wellbeing. Whole school approaches help to form an inclusive ethos. In an inclusive school, everyone is made to feel welcome and included and individual differences are respected and celebrated. Consider all aspects of the school environment: dining area, social spaces, corridors, classrooms. What needs to be put in place to ensure a school community meets the needs of each individual? Work with students, staff, parents/carers, school governors, the Senior Leadership Team and Headteacher to ensure everyone is on board with ensuring your school is as accessible and inclusive as possible.

INCLUSIVE ANTI-BULLYING POLICY_

Anti-Bullying Policies are very important documents in every school. By law, all UK state schools need to have

an Anti-Bullying Policy. However, this document is often very long and wordy! Work together with staff, students, and your Anti-Bullying Ambassador team to make sure the policy uses language that everyone can understand. Do also make sure that the policy is in a format that makes it as widely accessible as possible. Can you create a video communicating the policy using sign language or subtitles? How about creating a version using braille? Does your policy include a section on identity-based bullying behaviour and discrimination relating to the nine protected characteristics? Remember, you want to make the policy accessible and available for everyone. Don't forget to put your policy on the school website where it can easily be found by staff, students and parents.

CELEBRATE DIFFERENCES_

As Anti-Bullying Ambassadors, you could run activities that encourage students to celebrate each other's differences. Do you remember the parachute activity from your training day? This activity involves all students gathering around a parachute (or in a large circle if you don't have a parachute) and sharing interesting facts about themselves that others may, or may not, relate to. For example, the first round could include statements like “I have a pet”, “My favourite subject is Maths” or “I like football”. Everyone who shares this then swaps places across the parachute/ circle. Round two should include slightly more personal statements, such as “I am a good friend” or “I always aim to do my best, even in Maths!” Round three can take this one step further, with statements reflecting on what makes you, you. For example, “My best quality is that I listen” or “I am proud of what makes me different”. This is a great activity for helping to remind everyone of the importance of celebrating differences and how unique we all are.

ENCOURAGE PEER MENTORING_

Peer mentoring or buddy schemes can help inspire students who may be facing difficulties to take an active role in school and boost self-confidence. These can be particularly beneficial for younger students seeking an older role model figure. In peer mentoring, Mentors and Mentees work together to strengthen skills and build resilience. The goal of peer mentoring is to foster caring friendships, support differences, and create opportunities for inclusion and acceptance.

ACTIVITIES_

A school can support an inclusive culture through the schoolwide opportunities and activities it provides for its students. Work with your school's Senior Leadership Team

to ensure events and activities appeal to a diverse group of students and are made accessible to everyone. For example, you may want to ensure extracurricular clubs and sports team practices are offered at different times of the day to allow for greater student attendance (students who ride the bus home after school often miss out on after-school activities). Also take into consideration the types of clubs and sports teams on offer. A variety of activities should be made available to appeal to various students' interests, such as science club, band performances and art shows. Also, some school events should be tailored to include families. Running events and activities for everyone to get involved with will help to promote a positive school environment and encourage a culture of respect and inclusion.

SUPPORT GROUPS_

Setting up a safe space for LGBTQ+ students and allies is a great way to increase opportunities for LGBTQ+ inclusion and visibility across the school. Not only does it help to support young people who identify as LGBTQ+

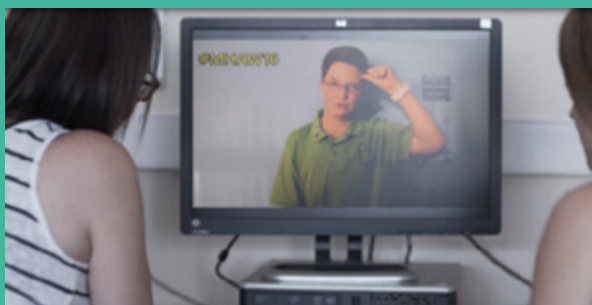
to build a network of support but it allows those who are struggling with their identity to not feel isolated. Support groups also provide a fantastic opportunity for students to work together on several initiatives throughout the year, such as LGBT History Month and Pride Month. If you are worried about LGBTQ+ students feeling targeted or singled out, you could open this club up to allies too.

DIVERSE LITERATURE_

Take a look at the books in your school library. Are there books that represent different identities or communities of people? Talk to your library staff about how you can actively promote and display books that are inclusive of a diverse range of characters. For example, you could do a fundraiser to raise money and purchase books which focus on single-parent, same-sex parent and adoptive parent families or perhaps books which shine a spotlight on some of the amazing achievements of people with Autism. For any minority group, representation is really important!

WHAT HAVE OTHER SCHOOLS DONE?

We work with thousands of young people every year and we love hearing what they've been up to since training. Here, we feature four of our trained Anti-Bullying Ambassador schools and the work that they have done to promote inclusivity in school:



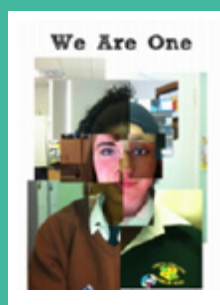
Hereward College's Anti-Bullying Ambassadors have ensured their Anti-Bullying knowledge and support is accessible to everyone by creating a video with both subtitles and sign language.



Levenshulme High School's Anti-Bullying Ambassadors took part in a human rights debate as an opportunity to emphasise the importance of tolerance. This has been used to highlight their message to the whole school that "You can't just single out a certain person because they are different."



Malone Integrated College's Anti-Bullying Ambassadors are trained to support young people from the LGBTQ+ community with any issues they may face. By having these Anti-Bullying Ambassadors, students have created a relatable support system where peers can speak openly in a place of acceptance.



Loreto College's Anti-Bullying Ambassadors created a diversity poster with a visual message: "Despite our differences everyone deserves to be treated equally." The poster is Loreto College's way of taking a stand against racial bullying behaviour and hatred.

Now it's your turn! By creating an inclusive, supportive, and welcoming environment through your anti-bullying campaign, you can work towards a community where everyone is accepted for who they are and feel safe, happy and comfortable during their time at school. We hope some of these ideas will help you to promote inclusivity in your school!

We're proud to be the only charity set up in memory of Diana, Princess of Wales, and her belief that young people have the power to change the world. It's a big mission but there are two things within it that we focus our charity's efforts on – young people and change.

Throughout all of our programmes and initiatives, 'change' for and by young people is central, including our anti-bullying work which encourages change in attitudes and behaviours.

We hope you found this resource useful and wish you all the best in your anti-bullying journey. If you would like to help us create more resources and train even more Anti-Bullying Ambassadors, you can make a £5 donation by texting CHANGE 5 to 70470 or visit diana-award.org.uk/donate

Give us feedback on this resource:
<https://tinyurl.com/ab-feedback>



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