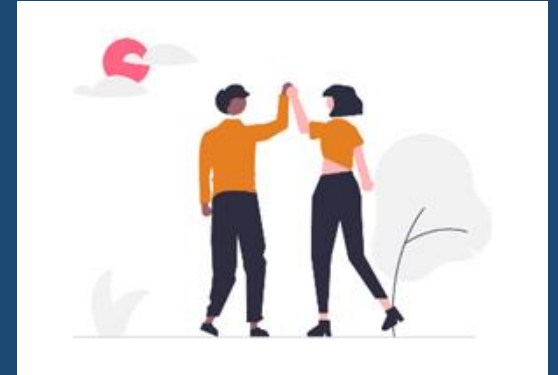
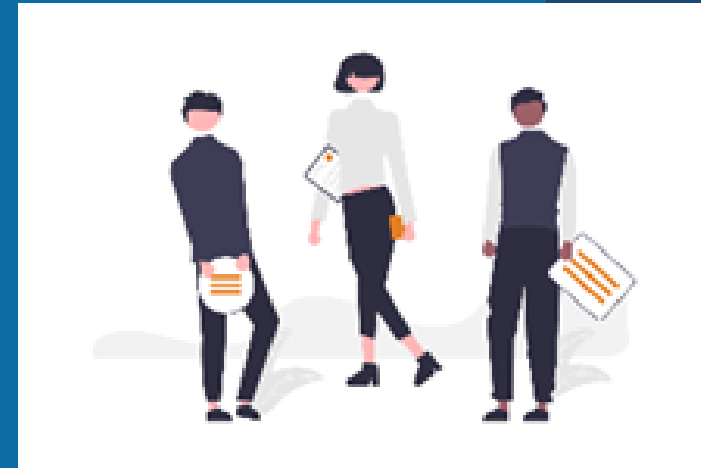


# Equality, Diversity and Inclusion Foundations



Module breakdown and links to National Curriculum, Gatsby framework and Ofsted Framework

#BelongatBath



# Course Content: Modules 1 - 3

Module name	Objectives	Time needed to complete	Curriculum Links
Equality Diversity and Inclusion – Why does it matter?	<ul style="list-style-type: none"> <li>• Introduction to key terminology and legislation.</li> <li>• Highlights the importance of equality, diversity and inclusion work.</li> <li>• Provides some examples of positive student action.</li> </ul>	20 minutes	<p>Key Stage 4 Citizenship: Human rights and International Law.</p> <p>Gatsby Benchmark 3 Addressing the Needs of Each Pupil: A school’s career programme should embed equality and diversity considerations throughout.</p>
Unconscious Bias	<ul style="list-style-type: none"> <li>• Supports students to enhance awareness of unconscious biases .</li> <li>• Encourages deep personal reflection upon the ways biases could influence actions and behaviours.</li> </ul>	20 minutes	<p>Key Stage 4 Citizenship: Diverse national, regional, religious and ethnic identities in the United Kingdom and the need for mutual respect and understanding.</p> <p>Gatsby Benchmark 3 Addressing the Needs of Each Pupil: A school’s career programme should embed equality and diversity considerations throughout.</p>
Privilege	<ul style="list-style-type: none"> <li>• Introduction to the the concepts of privilege and intersectionality through a mini lecture.</li> <li>• Opportunity for self-reflection.</li> <li>• A longer reading list to further explore key areas.</li> </ul>	40 minutes	<p>Key Stage 3 and 4 Citizenship: Equip pupils with the skills and knowledge to explore political and social issues critically.</p>



# Course Content: Modules 3-6

Module name	Objectives	Time needed to complete	Curriculum links
<b>Microaggressions &amp; Discrimination</b>	<ul style="list-style-type: none"> <li>Highlights the importance of recognising subtle forms of discrimination, and their impact upon others.</li> <li>How to spot micro-aggression</li> <li>Practical tools for tackling them</li> </ul>	30 minutes	<p>Key Stage 4 Citizenship: Understanding the different ways in which a citizen can contribute to the improvement of their community.</p> <p>Gatsby Benchmark 3 Addressing the Needs of Each Pupil: A school's career programme should embed equality and diversity considerations throughout.</p>
<b>Allyship</b>	<ul style="list-style-type: none"> <li>Explores the concept of allyship</li> <li>Provides practical hints and tips as well as self-reflection activities to support students in being the best ally they can be to marginalised groups or individuals.</li> </ul>	20 minutes	<p>Key Stage 4 Citizenship: Understanding the different ways in which a citizen can contribute to the improvement of their community.</p>
<b>'Union Black: Britain's Black cultures and steps to anti-racism'.</b>	<ul style="list-style-type: none"> <li>This is a free, online course which has been created by Santander Universities in partnership with the Open University and FutureLearn.</li> <li>It is designed to help students challenge racial myths and biases in Britain through the lens of Black cultures and encourage student's to develop their commitment to lasting change.</li> </ul>	6 hours	<p>Key Stage 4 Citizenship: Diverse national, regional, religious and ethnic identities in the United Kingdom and the need for mutual respect and understanding.</p> <p>Gatsby Benchmark 3 Addressing the Needs of Each Pupil: A school's career programme should embed equality and diversity considerations throughout.</p>



# Links to Ofsted Framework

## Ofsted Schools Inspection Handbook (2022)

### Outstanding grade descriptor for behaviour and attitudes

- Pupils behave with consistently high levels of respect for others. They play a highly positive role in creating a school environment in which commonalities are identified and celebrated, difference is valued and nurtured, and bullying, harassment and violence are never tolerated.
- Pupils make a highly positive, tangible contribution to the life of the school and/or the wider community. Pupils actively support the well-being of other pupils.

### Personal development

- Developing responsible, respectful and active citizens who are able to play their part and become actively involved in public life as adults.
- Developing and deepening pupils' understanding of the fundamental British values of democracy, individual liberty, the rule of law and mutual respect and tolerance.
- Promoting equality of opportunity so that all pupils can thrive together, understanding that difference is a positive, not a negative, and that individual characteristics make people unique.
- Promoting an inclusive environment that meets the needs of all pupils, irrespective of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation.



# Links to Ofsted Framework

Ofsted Schools Inspection Handbook (2022)

## Spiritual, moral, social and cultural development

- Ability to be reflective about their own beliefs (religious or otherwise) and perspective on life.
- Acceptance of and engagement with the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs. They will develop and demonstrate skills and attitudes that will allow them to participate fully in and contribute positively to life in modern Britain.
- Interest in exploring, improving understanding of and showing respect for different faiths and cultural diversity and the extent to which they understand, accept, respect and celebrate diversity. This is shown by their respect and attitudes towards different religious, ethnic and socio-economic groups in the local, national and global communities.

