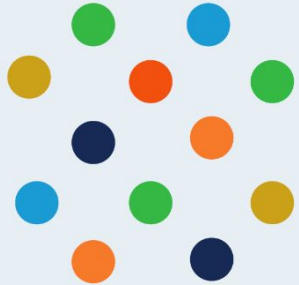


# Diversity, Equity and Inclusion at TBS

Parent Information Session



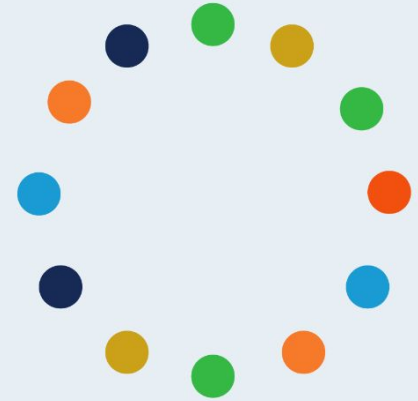
**DIVERSITY**



**EQUITY**



**INCLUSION**



**What do these words  
mean to you?**



**Be where you are celebrated,  
not tolerated.**

**हामी मनाउन चाहन्छौं, सहन होइन**



## Protected Characteristics what are they and why should we care:

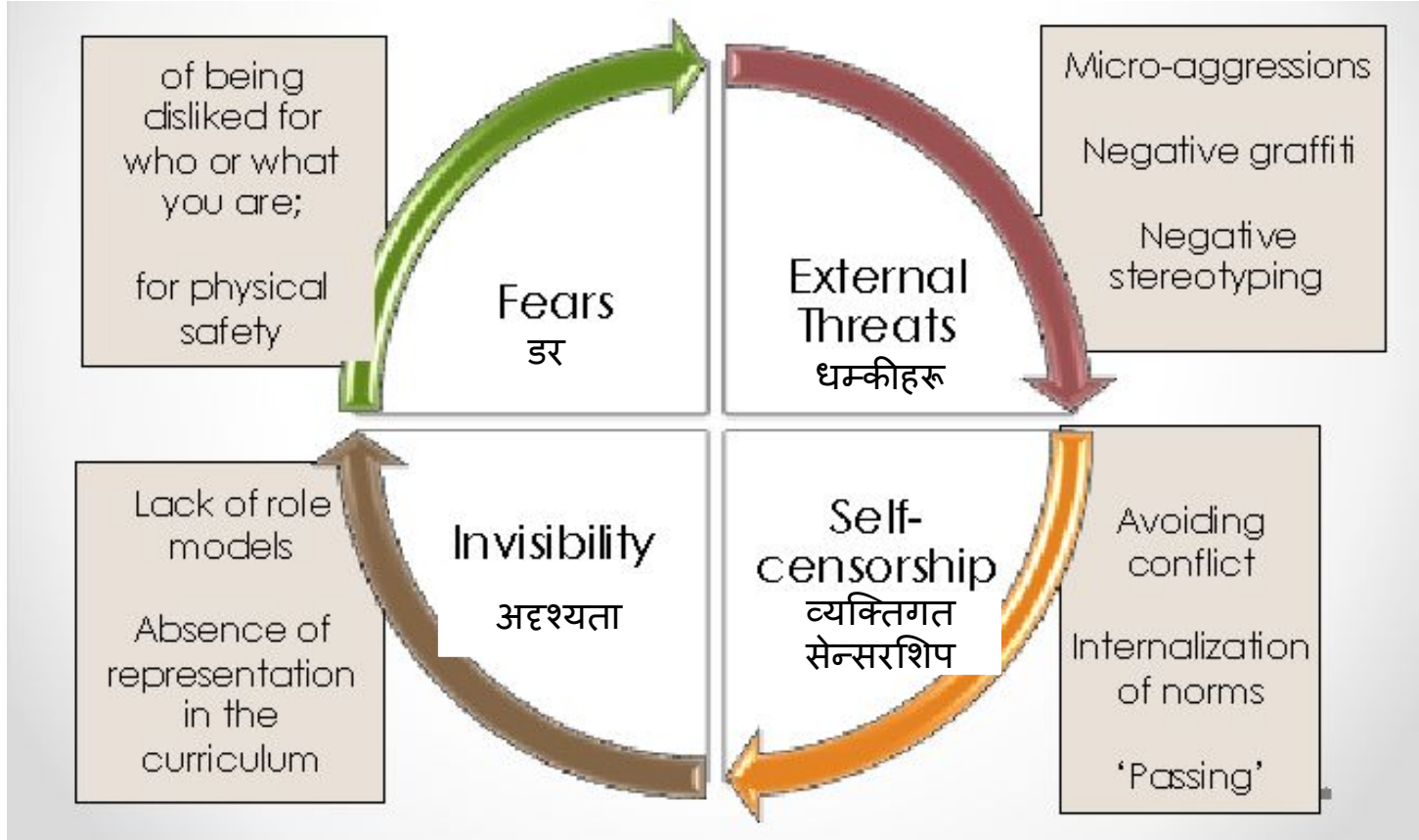
- Age
- Sex and Gender
- Sexual Orientation
- Gender reassignment.
- being married or in a civil partnership.
- being pregnant or on maternity leave.
- disability.
- Race including colour, nationality, ethnic or national origin.
- Religion or belief.

**Nepali Law:** "The State shall not discriminate citizens on grounds of origin, religion, race, caste, tribe, sex, economic condition, language, region, ideology or on similar other grounds"

***This applies to children in school as well.***



# Why do we care? Excellence and Kindness



*“Education, like the institutions and societies it derives from, is neither culturally neutral nor fair.*

*Education has its roots in a patriarchal, Eurocentric society, complicit with multiple forms of oppression of women, sometimes men, children, minorities, and Indigenous peoples”*

*Battiste (2013) (p. 159).*



Children recognise and start talking about sameness and difference long before they reach Foundation.

“The idea that waiting until children are old enough to talk about identity is naive and not supported by research””

“Research shows that before children have reached their second birthday, they have already begun to understand and explore how gender identity plays out in the world, and as their language further develops, you want to be there to answer questions and be open.”

What we do at TBS on Sameness and Difference:

Topics

Proud to be me

Developing a sense of belonging

Mosaic research in EY

Gender Equality

Music - we're all amazing



Children should see themselves represented in the curriculum, while also affirming identities that are new and different from theirs.

What we do at TBS on representation in the curriculum:

Topics

Historical Figures

Unsung Heros

Assembly themes

Books written by and about diverse figures

Visits and talks from diverse figures





## **Equality and equity are not the same.**

Before children begin school, they have already begun to learn about fairness and unfairness in the world.

“When we talk about equity, we want children to know that equity means everybody gets what they need, not just what they want or what others have. Equity asks us to acknowledge people for their full and authentic selves.”

### **What we do at TBS on Equity:**

Strategies within the classroom, scaffolding, ALN support

**Secondary:**  
PSHE



Children know there is meanness in the world.

“This is a big topic. Hate is big, and it’s a big concept even on an adult level,”

“When we talk about this with children, we focus on what is real for them and what is real in their own experiences.” It’s important to validate their experiences and create space for them to ask questions.

## **What we do at TBS on Inclusion:**

Historical Figures






Unsung Heros

Assembly themes







Differentiation in teaching



# Diversity, Equity and Inclusion in **Primary** School Curriculum.

<p>PSHE - our main focus is developing a sense of belonging &amp; supporting the holistic development of children to become valued members of society - including everything from gender equality to identity</p>	<p>"Gender and Race Blind" casting for School Plays</p> 	<p> Women in Science</p> <p>Hidden figures</p>	<p>Community Concert and Nepali Music focused PAWs</p> 
<p>Novel and Poetry Choices in English Literature</p> 	<p>Representation in the Library</p> 	<p>IPC topics SDGs #5 Gender equality</p>	<p>Throughout all curriculum areas we promote inclusivity &amp; celebrate diversity; such as our 'all about me' topic, embedded activities linked to initiatives - International day, Pride month</p>

# Diversity, Equity and Inclusion in **Secondary** School Curriculum.

<p>PSHE - Everything from Sexism to Taxes</p>	<p>Representation in the Library</p> 	<p>"Gender and Race Blind" casting for School Plays</p> 	 <p>Women in Science</p>	<p>Community Concert and Nepali Music focused PAWs</p> 
<p>Novel and Poetry Choices in English Literature</p> 	 <p>Ethnomusicolo gy based Music Curriculum</p>	<p><b>Diversity, Equity and Inclusion Clubs:</b></p> <p>Z Club - Women's Rights LGBTQIA+ Discussion Club ALN Support club and Peer Tutoring</p>		