

Parent/Carer DEI Bulletin

Spring, 2026

“Our vision will support our young people to shape the future as effective citizens in a global society. At the core of our work is a deep commitment to fostering diversity, equity and inclusion. These principles are underpinned by our values.” This quote was taken from our DEI policy.

Which DEI topics were covered in Assemblies this term? Here are a few reminders:

Holocaust Memorial: Bridging the generations

Definition of the Holocaust: ‘Systematic and Scientific murder of millions in purpose built factories for the sole reason of their faith’ Paul Sved

‘I feel I owe it to the people that have not survived’

It’s very simple. I feel I owe it to the people that have not survived. Whole families were wiped out. Who is going to speak for them? And I want young people to know. [...]

I find it so, so important, to tell my children, my grandchildren, my great-grandchildren and of course the schools and universities that I go to. To tell them. Because we must not forget what happened. And it’s only up to the young people, because after all, they’re our future, so somebody’s got to tell them. And I feel it’s my duty to do it. And when I’m asked how long are you going to do it? As long as I can. [...] I want especially my daughters to know all about it. And they do. Because they promised me that they’ll carry on doing it, and this is very important to me.



Fairtrade Fortnight: Fair means everyone has a chance at a good life



We are a FairAchiever School, we have proudly held this award for the last 19 years. This means that we have fully embedded fairtrade into our daily lives and work to raise awareness of Fairtrade in our local community. We have recently been awarded accreditation for another 3 years. Fairtrade helps producers in low income and newly emerging countries achieve equitable trade relationships and promote sustainable farming. ‘Fairtrade’ as a term means ‘moving towards fairer trading conditions’. The ‘Fairtrade’ Mark identifies which products comply with these conditions. It means that **100%** of the ingredients have been sourced as **fairtrade**.

International Day for the Elimination of Racial Discrimination, 21 March 2026

The International Day for the Elimination of Racial Discrimination is observed annually on the day the police in Sharpeville, South Africa, opened fire and killed 69 people at a peaceful demonstration against apartheid "pass laws" in 1960. These laws forced Black South Africans to carry special identification that police and other authorities could check at any time. The government used passes to restrict where Black South Africans could work, live and travel. Don't stand on the sidelines - take action!



Which DEI topics were covered in PSHE this term? Here are a few examples:

Year 7: Anti-Bullying

Bullying - The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face to face or online.

Anti-bullying is about identifying bullying and its source, preventing it from happening at that moment, discussing why it is happening, and finding solutions to keep it from happening again.

Year 8: Tolerance, mutual respect, misogyny and gender stereotypes

Tolerance - the ability or willingness to live with the existence of opinions or behaviour that one dislikes or disagrees with.

Mutual Respect - involves accepting differences in a respectful manner – you can disagree on opinions, but still get on as people.

Misogyny - dislike of, contempt for, or prejudice against women.

Gender roles – the role or behaviour learned by a person as appropriate to their gender, determined by the prevailing cultural norms.

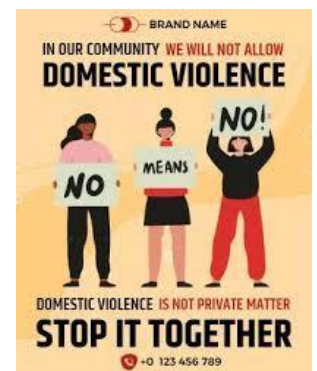
Stereotypes – a widely held but fixed and oversimplified image or idea of a particular type of person or thing.



Year 9: Sexual harassment and the Law; Domestic Abuse & Conflict



Sexual Harassment - is any kind of unwanted behaviour of a sexual nature that makes you feel humiliated or intimidated, or that creates a hostile environment.



Year 10: Positive and safe relationships; Victim blaming



Consent – to give permission for something to happen.
Non-consensual – doing something without someone's permission.

Non-consensual sex – this means rape.

Victim blaming - when the **victim** of a crime or any wrongful act is held entirely or partially at fault for the harm that befell them.



Year 11: Abusive relationships, microaggressions and multiculturalism

Abusive relationship – a relationship where one person is abusive or controlling of the other. This could be verbally, physically or emotionally.



Microaggressions - A statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalised group.

Multiculturalism – the presence of, or support for the presence of, several distinct cultural or ethnic groups within a society.

**ABUSE IS
NEVER
OKAY**

Who can your child speak to? Any member of staff they trust. If they feel they cannot talk face to face, they can use the SHARP system on the school website:

<https://upton-by-chester.thesharpsystem.com/>

Useful helplines and charities:

Childline. Support for people under 19 in the UK. Call: 0800 11 11

Young Minds. Child and adolescent mental health charity. Call: 0808 802 5544

Teen Line | Teens Support hotline - Connect, talk, get help! Teen Line's highly trained teen listeners provide support, resources and hope to any teen who is struggling.

Alice Ruggles Trust - Relationship-safety-resource Stalking and harassment help and advice

<https://www.themix.org.uk/sex-and-relationships> Relationships advice for young people

Coming up next term:

Assemblies on:



**2026 INTERNATIONAL
MEN'S HEALTH WEEK**
#menshealthweek



