

BENSHAM MANOR *School* Cultural Competency Statement

At Bensham Manor we are wholly supportive of becoming a culturally competent school. Cultural competence is about learning to live positively in our diverse community and the world beyond. It's about deepening our knowledge and understanding of others and developing an increasing ability to empathise with those who are different from us; to recognise our common humanity. It's about celebrating diversity and the ways it enriches all our lives.

Culture itself can be defined as the customary beliefs, social norms, and material traits of a racial, religious or social group. We aim to help children develop a positive self-identity, that incorporates understanding and respect for people with different characteristics. We also teach children about inequality and discrimination in our society, help pupils learn about the mechanisms through which inequality and discrimination work and engage them in thinking about how to build a fairer, better world.

As a school there is an requirement to "prepare learners for life in modern Britain by equipping them to be responsible, respectful, active citizens who contribute positively to society; developing their understanding of fundamental British values; developing their own understanding and appreciation of diversity; celebrating what we have in common and promoting respect for the different protected characteristics as defined in law." (Ofsted 2019) These protected characteristics are defined in the Equalities Act, 2010 - age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

Through research and applied practice, we aim to become a culturally competent school so students can learn to become positive citizens in a supportive, nurturing and productive environment.

Protected characteristics	At Bensham we...
Age	We offer after school and lunchtime clubs and school events such as Comic Relief. Using a house system in whole school events. Staff are welcome to work at Bensham Manor if they have the the qualities needed
Disability	Inclusive of all disabilities within the school criteria Staff members
Gender	More women than men in school, we employ people based on qualities Sharing information regarding trans pupil and adults
Race	Working on being a culturally competent school 50% school - Black (Caribbean / African)
Relationships	PSHCE Skills for Life



	Work related learning Culture of respect Language used - cultural competency
Religion or belief	Celebrate different celebrations Children having sweets to celebrate - Christmas and Eid Accepting of beliefs or not
Sexual orientation	Emails and resources regarding awareness and helpline LGBT+ Open culture for students to discuss with staff PSHCE Single cubicle toilets