

Building an Inclusive School Community: The Role of the LEAP

At the heart of our school's commitment to fostering an inclusive environment is the **Latymer Equalities Action Project**, which is largely led by our LEAP staff committee and our LEAP ambassadors. Together, these groups work to ensure that every member of our school community feels valued, represented, and celebrated.

What is the LEAP Committee?

The LEAP Committee is a staff-led initiative aimed at promoting inclusivity and celebrating the diversity of our school community.

The committee's primary focus is to ensure that students' **protected characteristics**, as outlined in the **Equality Act 2010**, are acknowledged and celebrated. This includes characteristics such as age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, and more.

Staff members will meet **once per term** to:

- Share ideas and strategies for fostering inclusivity.
- Exchange examples of good practice.
- Develop initiatives that celebrate diversity within the school community.

What role do LEAP ambassadors play?

Our LEAP Ambassadors are student representatives who actively contribute to this mission. They work collaboratively with staff to:

- Provide a student perspective on how inclusivity can be improved.
- Help plan and promote school-wide initiatives and events.
- Act as advocates for equality among their peers.

Why is This Important?

By aligning with the principles of the Equality Act 2010, the LEAP Committee and Ambassadors aim to ensure that every student feels a sense of belonging and pride in their identity. This initiative not only supports individual wellbeing but also strengthens the school as a whole by fostering mutual respect and understanding. We hope that you enjoy reading about this term's LEAP highlights.

Black History Month – October

For this year's Black History Month, we focused on "Reclaiming Narratives," celebrating Black contributions to history whilst addressing overlooked stories. The theme encourages us to highlight the achievements of Black communities in fields such as science, education and the arts. The Afro-Caribbean Society presented a school assembly on a range of different achievements within the community. This varied from advanced African civilisations like Ancient Egypt and the Mali Empire to cultural pioneers and composer Samuel Coleridge-Taylor and nurse Mary Seacole, showing the countless ways in which black excellence has helped the world. We look forward to the Food Fair and Culture Day, taking place in the Spring Term, which will be a day where we can all celebrate the diversity of our cultures with food, music and traditions.

Bold Voices – October

Our Sixth Form students attended a powerful and thought-provoking assembly delivered by **Bold Voices**. The session, titled "Preparing Our Teens for the Unspoken at University and Beyond: A Culture of Gender-Based Violence," addressed critical issues surrounding the challenges young people may face as they transition into university or the wider world.

The assembly encouraged students to reflect on the pervasive culture of gender-based violence, including the often-unspoken norms and attitudes that sustain it. Through engaging discussions and real-world examples, students were equipped with the knowledge and tools to:

- Recognise and challenge harmful behaviours.
- Build confidence in fostering healthy and respectful relationships.
- Advocate for themselves and others in difficult or unsafe situations.

By raising awareness and encouraging open dialogue, Bold Voices aims to empower young people to contribute to creating safer and more equitable environments. This session is an important step in preparing our Sixth Formers to navigate the complexities of life beyond school while promoting a culture of respect, accountability, and change.

Islamophobia Awareness Month – November

As part of our recognition of Islamophobia Awareness Month, the school engaged students in meaningful activities to educate and encourage empathy and inclusivity. During form time, students participated in activities to deepen their understanding of the importance of this month, focusing on promoting kindness, respect, and support for our Muslim friends and family.

One key activity was the Kindness Tree, where form groups were asked to reflect on and suggest ways to support our Muslim friends and family or demonstrate acts of kindness. This activity not only highlighted the importance of Islamophobia Awareness Month but also fostered a culture of kindness and inclusivity among students.

Stand Up! – external speakers join Latymer in November and December

As part of our whole school efforts to tackle the use of discriminatory language, the Year 8 and 9 students participated in special assemblies delivered by Stand Up!, a respected organisation dedicated to addressing important social issues, including antisemitism and anti-Muslim hate. Stand Up! is an interfaith project, run in partnership with Jewish and Muslim community organisations.

This was a valuable opportunity for our students to learn about the impact of hate and discrimination. By educating them on these forms of prejudice, we aim to foster a more considerate, inclusive and empathetic school community. In today's world, it is vital that young people understand the importance of respect and tolerance for all backgrounds and beliefs.

Just Giving Day – December

We are thrilled to share the success of this year's Just Giving Day at our school, a special event dedicated to fostering kindness, consideration, and community spirit among our students. This initiative reflects our commitment to teaching the importance of helping others and making a positive impact in our local community.

The focus of Just Giving Day this year has been supporting the North Enfield Food Bank and Save The Children. We invited students to wear Christmas accessories and to bring in voluntary contributions for Save the Children, as well as donations of non-perishable food items and toiletries, and the response has been incredible. Lots of our students volunteered to help us load the truck with the food items and contributions for the food bank, and it was heartwarming to see our community come together to support such a meaningful cause.

This day's charitable actions and activities are centred around empathy, kindness, and the value of giving, and these moments not only highlighted the importance of generosity but also allowed students to see how their contributions can directly benefit others.

We want to take a moment to celebrate and thank you for encouraging your children to participate and contribute.