

2023-2024

IMPACT REPORT



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Foreword and Summary

Alex Feis-Bryce, CEO



“ I am so proud of what we achieved in 2023/24 and I am inspired on a daily basis by the life-changing impact of our work on young people and school communities.

We have been expanding our delivery to young people year on year since 2021/22, this year increasing the number of young people we worked with by more than 30% from the previous year. This achievement wouldn't have been possible without our dedicated team and our inspiring volunteers, whose personal stories build empathy and connection, which is at the very foundation of our work. I want to thank all those who have worked with us and all of our supporters for helping to make the outcomes outlined in this report happen.



About us

Our mission is to create an **education system in which every young person will know they are valued and supported**, whoever they are.

Diversity Role Models is a dynamic charity whose **vision is a world where everyone embraces diversity and can thrive**. Our mission is to end bullying based on sexual orientation and gender identity in schools and promote understanding and acceptance of broader individual differences. Collaboratively, **we're determined to create inclusive learning environments where young people know they are valued and supported, regardless of their differences**.

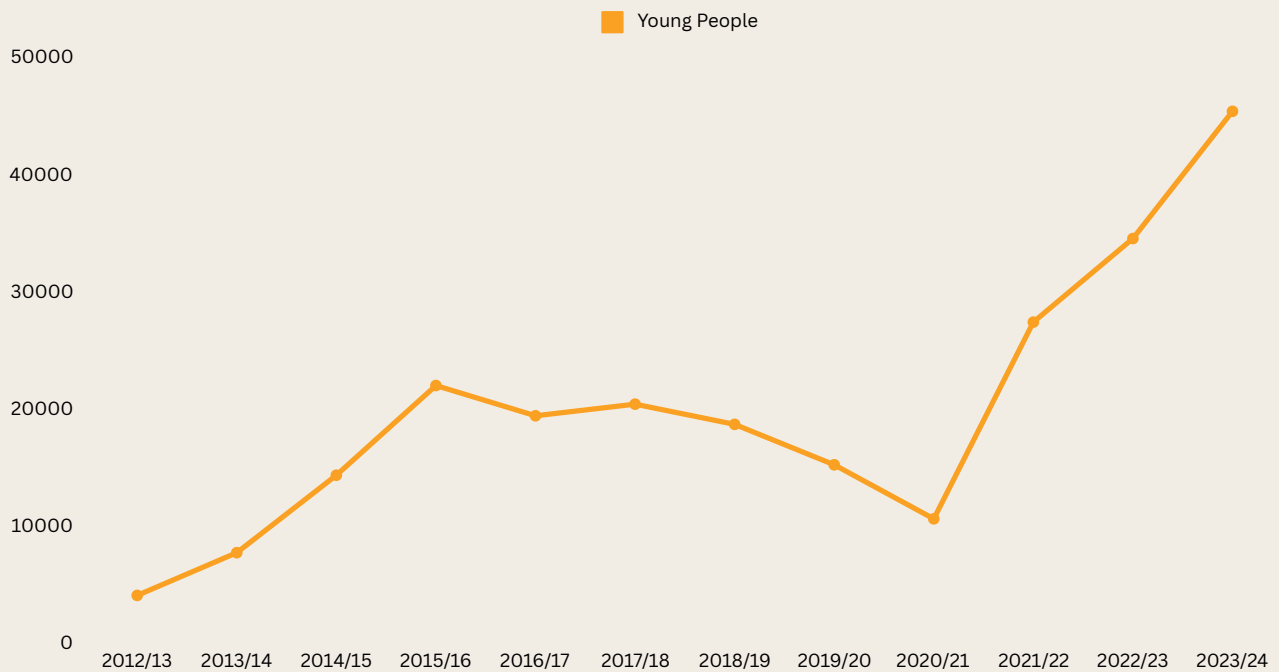
Our experienced team of educators and inspiring volunteer role models deliver in-person and online workshops for students in schools and colleges. Using **pioneering educational content underpinned by the power of storytelling, we speak openly about lived experiences of difference and bullying**. Our volunteer role models are at the heart of our delivery. They share their journeys towards living happy and fulfilling lives to inspire others.

Since our formation in 2011, **we have worked directly with 1,000+ schools in the UK. We have delivered workshops to 235,000+ young people and trained 25,000+ school staff members**.

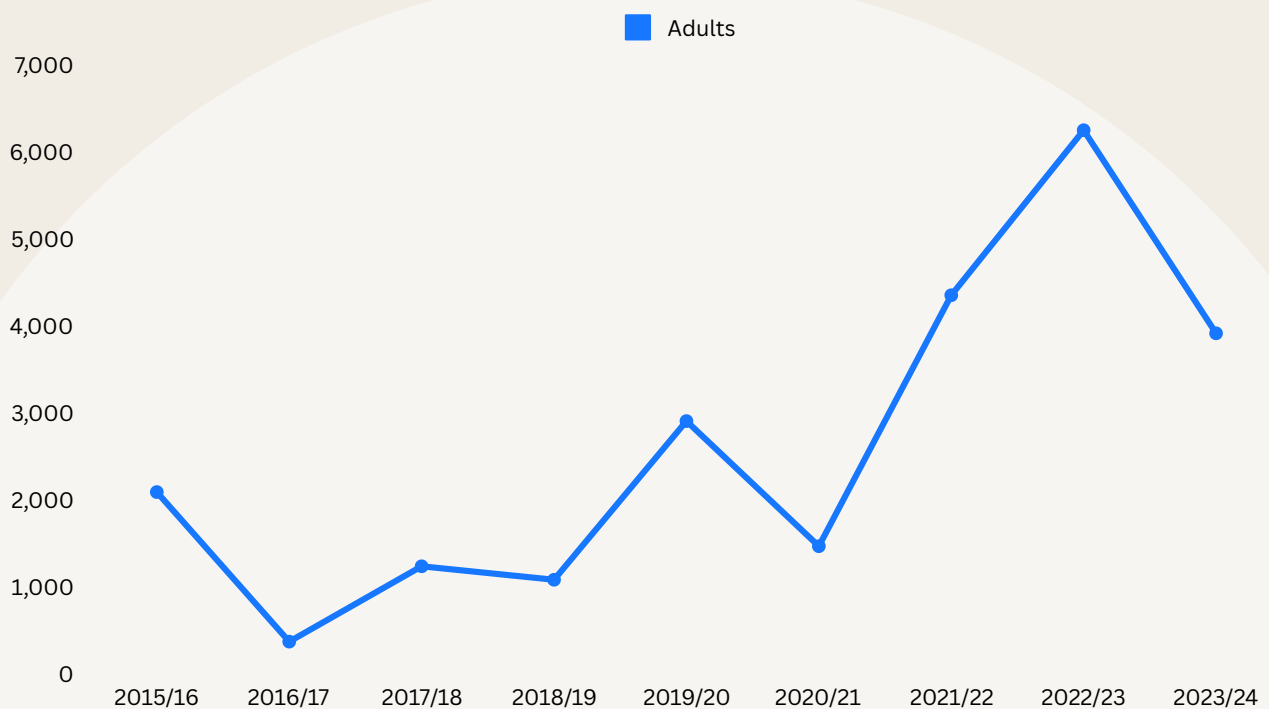
Our Journey

Diversity Role Models is **proud to have reached more young people last year** than ever before. We have been growing the number of young people we reach year on year since 2020-2021.

Part 1: Young People

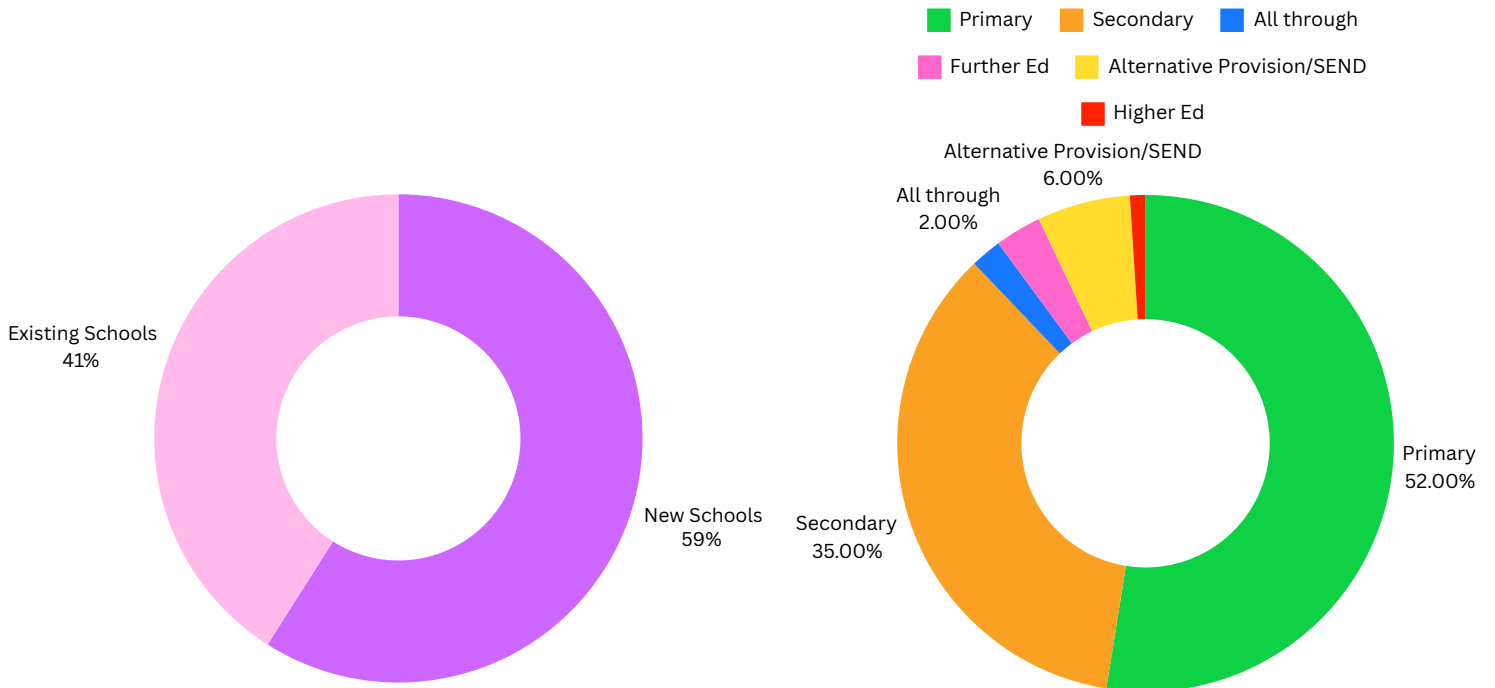


Part 2: Staff & Governors

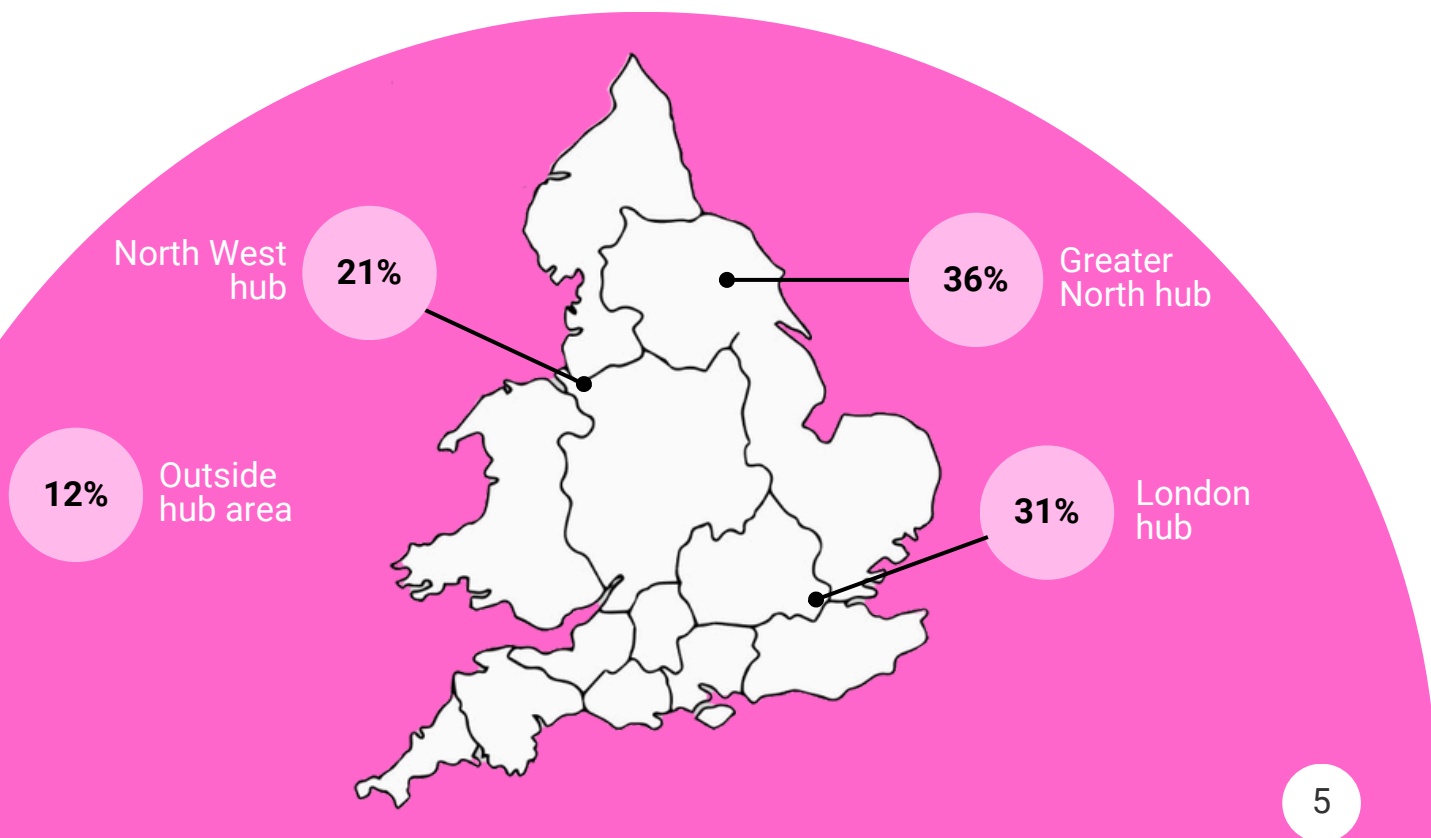


Our Outputs

Educational settings receiving workshops or training in 2023-24



Our 3 regional hubs delivered work in 268 settings



Our Outputs

Student Workshops Delivered

Number of workshops	Number of students
1, 389	45, 323

Adult Training Delivered

Number of trainings	Number of adults
108	3, 945

2023-24 saw Diversity Role Models deliver **more student workshops reaching more young people, than ever before**. Our sessions inspired, empowered and impacted a diverse range of young people and the adults around them, including parents/carers, school staff and governors.

We supported **268 settings**, with 59% of the settings we worked with being new relationships to the charity.

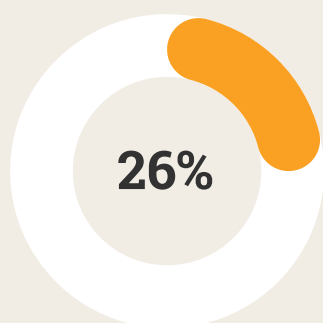
We now have **three regional hubs** consisting of London and the South East, the North West and Midlands and the Greater North (taking in Yorkshire and the North East of England). We also delivered a number of **exciting funded projects** throughout the academic year, allowing us to deliver work free of charge to many schools.

We delivered to a **wide-range of settings** including primary, secondary, further education, higher education, all-through schools, special educational needs and disabilities specialist settings and alternative provision. **This year saw us work with more primary schools than any other type of setting, accounting for 52% of our work.**

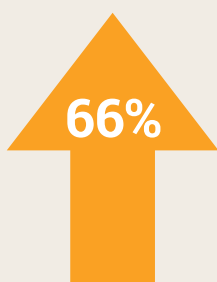
Secondary Student Workshops: Outcomes & Impact

We gathered data from our secondary student workshops to better understand young people's views and to **measure the impact and outcomes of our workshops.**

In 2023-24 we found:



think someone who is LGBTQ+ would feel safe to come out



will respect people who are LGBTQ+ more as a result of the workshop



To me it made me feel happy that people are learning about this and how things can hopefully get changed as I'm a part of the LGBTQ community. The impact of this workshop has shown me how different people go through the stuff I have been through... I feel more comfortable at school now as I know how to show that I'm a part of the community and how people think of it.

I think the impact on my class was that people now know how it feels to be a part of the community and how we feel about it. Hopefully my class will now know how I feel to get discriminated against for who I am and how it feels for that to happen....

Student, South East



Secondary Student Workshops: Outcomes & Impact

“

If I see someone bullying I'd be an upstander, someone who does something, rather than a bystander. I'd also make sure I supported the person being bullied.

Student, London

”

58%

feel more confident to do something if they see or hear bullying, discrimination or prejudiced language

“

The problem is that the majority of us who do not use prejudice language do not call it out when we hear it. We ignore it. I've learned that this is not enough as people could be really suffering while I walk on by. I think I could be a bit braver now.

Student, North East

”

71%

know more about LGBTQ+ people and the discrimination they can face

Secondary Student Workshops: Outcomes & Impact

*I would support a friend who
came out as LGBTQ+...*

**68% after
hearing our
Role Model
Stories**

**59% before
hearing our
Role Model
Stories**

“

Thank you so much for this lesson. It has really helped me understand the challenges some people may face. Before I had less of an understanding of this matter but I learnt a lot from your talk.

Thank you for sharing your story with us - it was inspirational.

Student, Scotland

”

“

Sometimes standing up for someone is hard but its worth it if they get to be themselves.

Student, South East

”

Primary Student Workshops: Outcomes & Impact

We gathered data from our primary student workshops to better understand young people's views and to **measure the impact and outcomes** of our workshops.

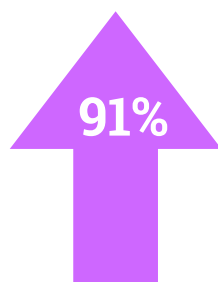
In 2023-24 we found:

““

For me my family is my life and I can't imagine that this would be different for any other person - all families give you kindness, friendship, loyalty and care. Love is the same no matter what your family looks like.

Pupil, North East

””



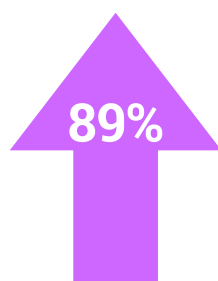
know more about LGBTQ+ people

““

Thank you for coming in and talking to us, my brother is gay, so I am glad we have spoken about this.

Pupil, Yorkshire & Humber

””



know more about how some people treat LGBTQ+ people badly

““

We learned that it's normal to feel 'uncomfy' with difference but it's how we deal with feeling 'uncomfy' that matters.

Teacher

””

Primary Student Workshops: Outcomes & Impact

89%

of pupils feel more confident to do something if they saw bullying after the workshops

“

If you were trans, I would still be your friend. If you are gay, I will still be your friend. No matter what your difference, I am still your friend. I will stand by you. I will care.

”

Pupil, North East

95%

of pupils will respect people who are different to them more after the workshop

Focus groups conducted up to seven months after our workshops by the National Council for Voluntary Organisations found they'd **had a lasting positive impact**, with outcomes for pupils including:



- Increased awareness of the serious impact of bullying.
- Increased familiarity with school rules concerning bullying.
- A new-found confidence to intervene as an upstander, report or respond to bullying

Staff Perspective

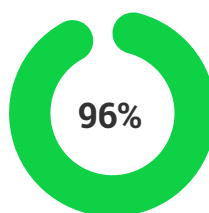
Views of staff who evaluated our workshops

We sent an evaluation form to staff who observed the delivery of our workshops, asking them what they thought of the sessions and what impact they think they sessions had on their students.

Quality



of staff rated the Role Model and Facilitator as 'excellent'



said the lesson and content was 'excellent' with the remaining 4% rating it as good



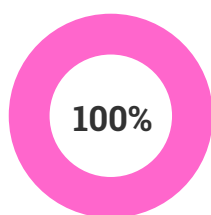
The story was a great way to introduce diversity to the children and help them celebrate their differences. They enjoyed participating in the session.

Teacher

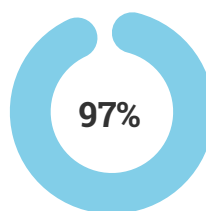


Impact

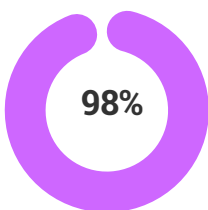
Of the staff who observed and evaluated the workshops, the following percentage agreed that:



the Role Model's story helped pupils celebrate difference and build empathy



students had a better understanding of what to do if they witness bullying or discrimination



the session helped students respect difference



A really informative and engaging session which all the children responded positively to and definitely increased their understanding of difference, diversity and self worth.

Teacher



Staff Training

Embracing Difference, Ending Bullying

From 2021-24 the Department for Education funded the delivery of our *Embracing Difference, Ending Bullying* project, which saw us deliver staff training sessions to over 300 schools. The final year of the project was evaluated by the National Council for Voluntary Organisation and we produced a Best Practice Guide for educators based on the findings.

Outcomes

Evaluation surveys with **809 staff** who attended our '*Embracing Difference, Ending Bullying*' training in the third year of the project showed a significant immediate improvement for school-wide outcomes.



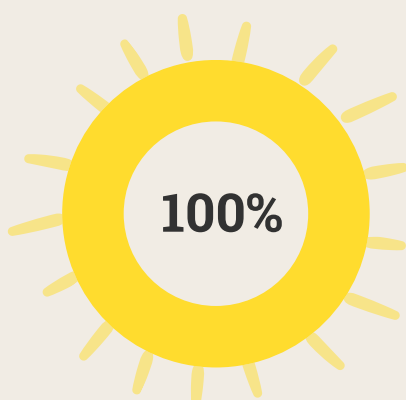
increased their understanding of how to tackle and prevent bullying at their school



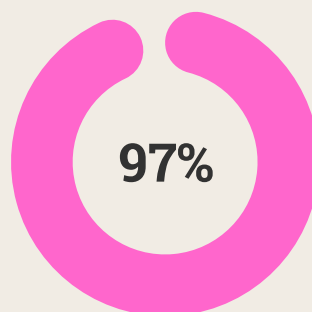
felt more confident to make changes that will ensure their school is more inclusive

Long-term Impact

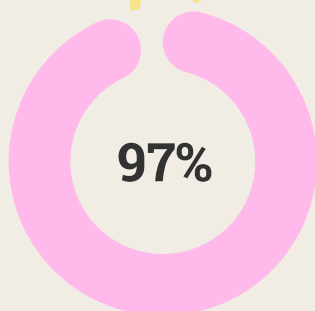
NCVO re-surveyed staff at a number of schools up to seven months after the interventions and found:



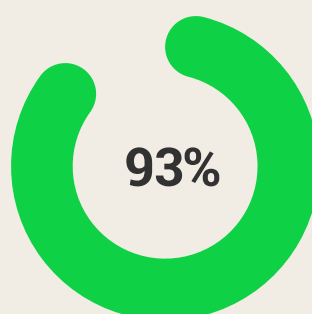
said they had a better understanding of diversity and difference



said they had a better understanding of how to tackle and prevent bullying



felt more confident to make changes to ensure their school is more inclusive



attributed positive changes to working with Diversity Role Models

Projects and Developments

Removing the cost barrier

Through the generous support of our partner organisations and through our own *Hardship Fund*, we offered a large number of fully funded sessions. As we enter 2024-25, we aim to ensure cost isn't a barrier to schools engaging with our work. We will continue to seek opportunities for partnerships and continue our own fundraising efforts to ensure our *Hardship Fund* is available to those who need it.

Embracing Difference, Ending Bullying

The National Council for Voluntary Organisations evaluation of the *Embracing Difference Ending Bullying* project recommended we continue offering this vital work to schools. As we move into 2024-25 we aim to have workshops and trainings covering two steams: LGBTQ+ inclusion and our wider *Embracing Difference Ending Bullying* offering, covering all forms of prejudice. You can read the Research and Evaluation Report [here](#).

Supporting Caregivers

We've continued to support parents and carers through our workshops in collaboration with schools. Further to this we've developed a new workshop for any caregivers to join to help them have confident conversations about LGBTQ+ inclusion. We will continue to deliver these innovative digital workshops in 2024-25.

Free resources launched

Upstander Animations

We launched our Upstander Animation Series for Primary Schools entitled Pause, Rethink, Rewind, Be Kind. Each video comes with a teacher resource pack to inspire pupils to be Upstanders.

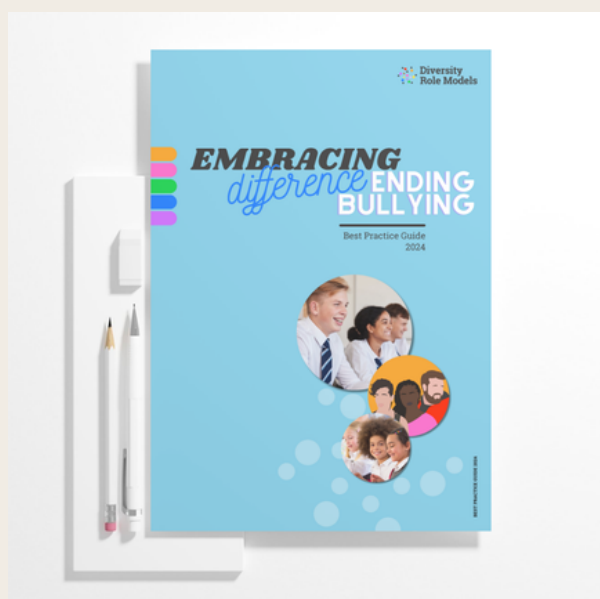


Role Model Stories

We launched a new series of our inspiring Role Model Stories, featuring videos from our volunteer Role Models sharing their personal story about difference and bullying. Each video comes with a teacher resource pack, with packs available for EYFS through to supporting staff CPD.

Best Practice Guide

This guide has been developed around the ‘four pillars to a successful preventative approach’.



The guide empowers educators to prevent bullying. It contains support on building an inclusive community and diverse curriculum where all young people embrace difference and can be themselves and thrive.

It is informed by our [Research and Evaluation Report](#), written by the National Council for Voluntary Organisations who evaluated and analysed data collected on our Embracing Difference, Ending Bullying project.

Methodology

Evaluation Framework

Our Evaluation Framework was designed following the development of our Theory of Change in collaboration with the National Council for Voluntary Organisations. We received valuable input from directors, staff, teachers and young people into the design of the framework.

Methodology

Data relating to our reach and our impact is recorded and stored on our CRM system, *Salesforce*. We collect data from every session where it is practicably possible through a range of tools including anonymous voting, post training surveys and through capturing verbatim quotes and testimonial from young people and school staff.

We collected quantitative data from 365 secondary student workshops and 448 primary student workshops for analysis in this report. 53 members of school staff completed post-workshop surveys which were analysed for this report.


We have identified a need for more qualitative data to be captured in 2024-25 and, building on the success of the focus groups conducted up to seven months after our *Embracing Difference, Ending Bullying* project, we hope to implement these across all areas of our work in 2024-25.


Staff training data is collected via Microsoft Forms, however there was insufficient data to analyse this academic year as most staff trainings were delivered under the *Embracing Difference, Ending Bullying* Project. This project has its own Evaluation Framework and an overview of our Research and Evaluation Report from 2024 was included in this report.

The full report is available [here](#).


Contact Details


Get in touch


 [Contact us via our website](#)


 Contact us via email at: info@diversityrolemodels.org


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 www.linkedin.com/company/diversity-role-models

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