

**THE FEDERATION OF LITTLE
HALLINGBURY (VA), ST MARY'S
HATFIELD THE BROAD OAK (VA) AND
WHITE NOTLEY (VC) CHURCH
SCHOOLS**

**Inclusion Equality &
Diversity Policy**

Reviewed:	Autumn 2025
Adopted:	Autumn 2025
Next review:	Autumn 2026
Signed by Chair of CSWM:	

Inclusion, Equality & Diversity Policy

In the Federation of Little Hallingbury (VA), St Mary's Hatfield Broad Oak (VA) and White Notley (VC) Church Schools we believe we are very fortunate to live in a society rich in different cultures, skin colours and religions.

We believe therefore that each member of our schools community should:

- Feel happy and secure
- Feel able to work to their fullest capacity
- Feel respected (as an individual) who contributes positively to school life.

And this applies to everyone.

Our school is committed to:

- Promoting equality of opportunity and equality of access to all members of the school community regardless of race, gender, religion, disability, economic and social background and any other factors which limit progress and acceptance.
- Promoting the self-esteem of all members of the school community, in order that they may achieve their full potential.

Behaviour

We expect all pupils to conduct themselves in a way that complements our statement of commitment and supports an ethos of equality and respect for difference as reflected in some of our other policies (Behaviour and Anti-bullying, Equal Opportunities).

Curriculum, Teaching and Learning

All pupils have access to the school's curriculum. Staff must be constantly aware that their own expectations affect the achievement, behaviour and status of each pupil. The curriculum must be balanced, objective and sensitive. We believe close liaison with all families in school is beneficial to all concerned and we aim to understand different experiences, home situations, attitudes and backgrounds.

Recording and Monitoring

Through sensitive questioning, classroom organisation and adult intervention, we monitor and record the progress and development of every child to ensure that not merely access to, but also engagement with the curriculum is taking place.

Resources

We are committed to the use of resources that are inclusive of a variety of cultures to support learning and achievement and use them through the planned curriculum, assemblies, resources and display.

Environment

We are committed to ensuring easy access to all areas of the school buildings and grounds in order that all pupils and adults are treated inclusively.

Racism

We value each member of our school community irrespective of skin colour and cultural background.

In the event of any racist comments or behaviour, members of the school staff would deal with this. Racist name-calling is not acceptable under any circumstances. If it occurs, and if the offender is a child, we would explain clearly why it is unacceptable, and if it recurs we would involve the child's parents and make reference to this policy. Racist incidents are to be reported to governors. If the offender is not a child, the school complaints and discipline procedures would be followed.

Culture

Language, religion, and customs make children what they are. We use what the children know and understand about themselves in our teaching and strive to be aware of cultures, religions, customs, and attitudes in order that all at our school are sensitive to how others feel and live.

Language

Every member of the school community should feel that his or her language or dialect is valued. However we also recognise that language is used for communication and language used in school should be acceptable and understandable to the school community.

Staff Recruitment and Career Development

The school values diversity amongst the staff. In all staff appointments, the best candidate will be appointed, based upon strict professional criteria. It is expected that all staff will support the aims and values statement.

The school provides opportunities for staff training on issues of racism, equal opportunities and ethnic diversity.

Admission

The school follows the Governing Body Admission Policy, which does not permit sex, race, colour or disability to be used as criteria for admission.