



# Inclusion Equality & Diversity Policy

Reviewed:	Autumn 2023
Adopted:	Autumn 2023
Next review:	Autumn 2024
Signed by Chair of CSWM:	

## Life Visions and Values

### Life in all its fullness now and in the future

*John 10.10 Jesus said "I have come that they may have life, and have it to the full".*

**L**earning- To develop and promote a life-long love of learning that ensures everyone reaches their potential, making progress whatever their starting point.

**I**nclusion- To value and respect every individual member of the school community and ensure a high level of safeguarding and personal well-being.

**F**aith- To ensure that our Christian values promote friendship, trust, respect, compassion, justice, courage and endurance.

**E**nvironment- To understand we all have a role as global citizens to look after the world we live in.

**At White Notley Church of England Primary School 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 school 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 their protected characteristics: 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 written statement of behaviour principles 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 would involve the child's parents and make reference to this policy. At this point, a racist incident report would be submitted online through the Essex Grid for Learning. 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.