



Race, Diversity and Inclusion Policy

Agreed by the Governing Body in:	April 2023
Review Date:	April 2025
Review Schedule:	Biennially
Person(s) Responsible:	Laura Cook & Fatima Esa

Race, Diversity and Inclusion Policy

At Stamford Park Primary School, we are committed to the development of cohesive communities both within our school's physical boundaries and within our local, national and global environments. Our school embraces the aim of working together with others to improve children's educational and wellbeing outcomes, and notes the rights set out in the UN Convention on the Rights of the Child.

Our policy is inclusive of our whole school community - pupils/students, staff, parents/carers, visitors and partner agencies - who we have engaged with and who have been actively involved in and contributed to its development.

The purpose of this Policy is to set out how our practice and policies have due regard to the need to:

- eliminate discrimination, harassment and victimisation;
- advance equality of opportunity;
- foster good relations between groups.

Equality Act 2010

Schools are required to eliminate discrimination on the grounds of sexual orientation and gender reassignment. This includes tackling HBT (homophobic, biphobic and transphobic) bullying. Schools are also required to advance equality of opportunity and foster good relations. This means that schools should go beyond tackling HBT bullying and take proactive steps to promote respect and understanding of LGBT people and issues.

Vision

The school aims to:

- treat everybody in the way they would wish to be treated with mutual respect for each other and our environment;
- develop resilience in ourselves and others by creating a stable and safe culture and climate where we understand that everyone makes mistakes and that we will achieve more by learning from them;
- provide everybody with a secure and creative environment to achieve their full potential, by offering a broad range of engaging and challenging opportunities;
- support our school community in all aspects of school life, enabling them to achieve, feel included, and belong;
- develop and show mutual trust and confidence in each other, and ensure that all stakeholders feel listened to and valued.

Overall Aims

- To promote equality of access and opportunity within our school and within our wider community.
- To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, cultures, faiths, abilities and ethnic origins.

Daily Practice

We recognise and accept our equality duties as set out in the Equality Act 2010 and have sought to involve the whole school community in the process in order to ensure better outcomes for all. We will ensure we identify opportunities for promoting our vision, the key concepts and our duties on equality legislation across all aspects of school life, including the provision of extended services. These opportunities are likely to include all or some of the following, dependent on our current priorities:

- the engagement, participation and involvement of a broad and diverse range of children, young people, their parents and partner agencies
- preparation for entry to the school
- school policies
- breaks and lunchtimes
- the provision of school meals
- interaction with peers
- opportunities for assessment and accreditation
- exam arrangements
- behaviour management approach and sanctions
- exclusion procedures
- school clubs, activities and school trips
- the school's arrangements for working with other agencies
- preparation of pupils for the next phase of education
- learning and teaching and the planned curriculum
- classroom organisation
- timetabling
- grouping of pupils
- homework
- access to school facilities
- activities to enrich the curriculum, for example, a visitor to the school
- school sports
- global links

Roles and Responsibilities

The Headteacher and senior leadership team are responsible for:

- Keeping this policy up to date, and ensuring that it is implemented across the school;
- Addressing any concerns which are raised by the Race, Diversity and Inclusion leads.

The Race, Diversity and Inclusion leads are responsible for:

- Ensuring that all school staff have access to suitable training;
- Ensuring that support structures and information are available to support planning and curriculum delivery.

- Working with the PSHE coordinator, LGBT coordinator and English coordinators to address the relevant daily practice points relating to their roles.

All school staff are responsible for:

- Accessing training, where appropriate and provided;
- Implementing this policy on a day-to-day basis.