

PARK SCHOOL – Equality, Diversity and Inclusion Policy

Park School is determined to continue to create an inclusive environment for everyone in its community. Park School is dedicated to developing and maintaining a supportive and inclusive culture that promotes equality and diversity, representative of all sections of society, in its drive to eliminate all forms of discrimination.

The school is committed to ensuring that all pupils who may be at risk are appropriately mentored and supported during their time at the school.

Our aim is to continue to establish an environment that includes safeguards that demonstrate the value of every individual with the support of an established policy based on the equality legislation – the Equality Act (2010).

Embedded in this approach is the will to foster a diverse and confident community, no matter what a pupil's background or characteristics may be. The school is unreservedly opposed to all forms of unlawful and unfair discrimination and will seek to prevent bias from having an adverse effect on any individual.

The Governors have overall responsibility for this policy.

The aim is to nurture an inclusive community for both pupils and staff with inclusive principles interwoven across all aspects of the community life. Everyone is to have fair and equal access to opportunities at all levels with the values of respect and fairness enshrined at the heart of the school.

For Pupils

We aim to:

- Recognise the international nature of our community and engage in conversations/discussions and observances encompassing British values, cultural diversity, religion and related observances or belief, race, languages, food, disability, socio-economic status, gender, sex, sexual orientation, and any other area where pupils may feel a sense of otherness.
- Strive to remove any forms of indirect discrimination that may form barriers to learning.
- Challenge stereotyping and prejudice whenever it occurs.
- Identify the challenges faced by pupils with protected characteristics and agree how best these challenges may be addressed.
- Promote inclusion through the curriculum, assemblies and enrichment activities that support pupils' spiritual, moral, social and cultural development. Pupils are taught, in an age-appropriate way, about different religions, cultures and traditions, encouraging respect, understanding and consideration for others.

Utilise all opportunities to celebrate pupils with protected characteristics, including those who participate in the sports in which they often excel.

- Encourage pupils from various demographics to participate in the affinity groups so that they have the chance to voice common experiences to each other and concerns to members of staff.
- Raise awareness of equality issues to promote understanding, positive attitudes, behaviours in tackling bias, and dignity and respect for everyone.
- Incorporate the core principles of diversity, equality, and inclusion across tutor activities, house events, chapel messages, assemblies where appropriate in addition to scheduled events.
- Encourage an enlightened approach to EDI by seeking to: - Abide at all times by our School Values, Polite, Ambitious, Resilient and Kind.
- Treat people like human beings, not political abstractions.

Curriculum

We aim to:

- Embed Equality, Diversity and Inclusion topics across the curriculum where appropriate – proactively create teaching, learning and feedback environments to prepare pupils actively to engage in a diverse society.
- Ensure staff, in charge of inviting visiting speakers to the school, are aiming for a diversity of voices.
- Encourage staff attendance at significant EDI events to facilitate discussions between pupils and teachers about what was presented.
- Identify external trends and recognise best practice, bringing forward ideas designed to increase inclusion, a sense of belonging for all pupils at Park School.
- Ensure training is provided to staff and pupils with responsibility to guide the approach in responding to concerns and ensure individuals are equipped effectively to follow established pathways toward fostering good relationships.
- Maintain due diligence with all external speakers.

Miss Whitbread is the inclusivity champion and Mrs Ward is a member of the [Inclusion Committee](#) with the Independent Schools Association.

Park School's Equality, Diversity, and Inclusion policy is fully supported by the Governors, SLT and required representatives.