**Franksbridge Primary School**

**Diversity and Inclusion Policy**

**Purpose:**
At **Franksbridge Primary School** we are committed to creating a welcoming, respectful, and inclusive environment where every person feels valued and supported. We believe that diversity enriches our school community and that every child has the right to reach their full potential, free from discrimination or prejudice. We celebrate the rich diversity of our country and ensure that all pupils in our school have equal access to opportunities, regardless of their background, identity, or abilities.

### ****2. Aims and Objectives****

Our Diversity and Inclusion Policy aims to:

* Promote an inclusive and respectful school culture that reflects the diversity of our community and nation.
* Ensure equal access to education, resources, and opportunities for all pupils.
* Identify and remove barriers to learning and participation.
* Promote understanding, acceptance, and celebration of difference.
* Prevent and challenge all forms of discrimination, harassment, and bullying.
* Prepare children to live in and contribute positively to a diverse and democratic society.

### ****3. Legal and Policy Framework****

This policy supports our legal duties under the **Equality Act 2010**, the **Welsh Government’s Strategic Equality Plan**, and the principles of the **Curriculum for Wales**, which promotes equity and respect for all learners.

This policy is underpinned by the following legislation and guidance:

* **Equality Act 2010**
* **UN Convention on the Rights of the Child (UNCRC)**
* **Curriculum for Wales 2022**
* **Additional Learning Needs and Education Tribunal (Wales) Act 2018**
* **Welsh Government’s Anti-Racist Wales Action Plan**

We comply with our Public Sector Equality Duty to:

* Eliminate discrimination, harassment, and victimisation
* Advance equality of opportunity
* Foster good relations between people who share a protected characteristic and those who do not.

**Our Commitment:**

* We promote equality and respect for all, in line with the **Equality Act 2010** and the **Welsh Government’s vision for an inclusive education system**.
* We actively teach and model inclusive values through our curriculum, school culture, and everyday interactions.
* We challenge discrimination, bias, and stereotyping in all forms, and promote understanding and empathy.
* We support the well-being, progress, and full participation of all learners, including those with protected characteristics.
* We work closely with families and the wider community to ensure that our policies and practices reflect the diverse needs of our pupils.

### ****4. Promoting Inclusion Across the School****

#### **4.1 Curriculum and Learning**

* Our curriculum reflects diverse cultures, histories, and perspectives, ensuring that all pupils see themselves represented.
* We incorporate opportunities for pupils to explore and discuss themes such as identity, fairness, human rights, and social justice.
* Teaching strategies are adapted to meet the needs of all learners, including those with Additional Learning Needs (ALN).

#### **4.2 Language and Communication**

* We are committed to promoting the Welsh language and supporting bilingualism.
* We recognise and celebrate linguistic diversity and ensure EAL (English as an Additional Language) learners are supported.
* We promote inclusive language that avoids stereotypes and respects all identities.

#### **4.3 School Environment and Ethos**

* Our school ethos is rooted in kindness, respect, and equity.
* Displays, assemblies, resources, and celebrations reflect our diverse community.
* We ensure our school policies are inclusive and accessible to all families, including those from minoritised backgrounds.

#### **4.4 Staffing and Training**

* Staff recruitment, development, and retention practices promote equality and diversity.
* All staff receive training in areas such as unconscious bias, anti-racism, inclusive pedagogy, and safeguarding.
* Staff are expected to model inclusive behaviours and challenge discriminatory language or behaviour.

### ****5. Pupil Support and Voice****

* We actively seek and value pupil voice in shaping an inclusive school culture.
* All children are encouraged to share their experiences, ideas, and concerns through school councils and other forums.
* Pupils are taught about their rights and responsibilities, as outlined in the UNCRC.
* We provide targeted support for vulnerable learners, including those with ALN, those from minority ethnic backgrounds, and those who are socio-economically disadvantaged.

**6. Working with Families and the Community**

* We work in partnership with parents and carers to ensure their child feels supported and included.
* We value the contributions of families from all backgrounds and encourage their involvement in school life.
* We collaborate with local organisations and services to promote inclusion and celebrate community diversity.

**7. Dealing with Discrimination and Prejudice**

* All incidents of discriminatory behaviour or bullying are taken seriously and dealt with in line with our Behaviour and Anti-Bullying Policies.
* Pupils and staff are supported appropriately when incidents occur.
* We record and monitor incidents to identify patterns and take proactive steps to address underlying issues.

**8. Monitoring and Evaluation**

* The governing body and senior leadership team monitor the implementation of this policy.
* Equality objectives are reviewed annually as part of the Equality Plan.
* Progress is evaluated through pupil outcomes, staff and parent feedback, and incident reports.

### ****9. Roles and Responsibilities****

**Governors:** Ensure the school meets its equality duties and supports inclusive practices.
**Headteacher:** Leads the implementation of this policy and ensures staff are trained and accountable.
**Staff:** All staff are responsible for promoting inclusion and challenging discrimination.
**Pupils:** Pupils are encouraged to respect one another, celebrate differences, and report any concerns.

### ****10. Review and Publication****

This policy is reviewed annually or in response to new legislation or guidance. It is available on the school website and in alternative formats on request.

**Signed:**
Headteacher: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
Chair of Governors: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_