

SCHOOL BEHAVIOUR SUPPORT

Relationship-based positive behaviour management

Policy statement

Equality, diversity & inclusion

My commitment to equality, diversity and inclusion is founded on the belief that these principles widen perspectives, improve mutual understanding and enhance quality of life for us all. The continuing process of upholding equality, embracing diversity and supporting inclusion helps nurture a learning environment in which all children and young people (CYP) feel seen, heard, valued and understood.

I recognise that:

- the profound and lifelong impact of any form of discrimination cannot be overestimated
- CYP of every age, ability, culture, ethnicity, gender identity, race, religious belief, sex and sexual orientation have an absolute right to be recognised, respected and appreciated for themselves
- some CYP are particularly vulnerable due to the impact of experiences beyond their control
- working in partnership with CYP, their parents/carers and support agencies may at times require me to question bias on the grounds of age, ability, culture, ethnicity, gender identity, race, religious belief, sex and sexual orientation

I am committed to supporting CYP of all ages and stages of development - from all cultural, ethnic and socio-economic backgrounds and whatever their abilities or disabilities - in working towards individual fulfilment and the achievement of their potential. I seek to do this by the following means:

- providing a safe, mutually respectful setting where discrimination can be gently challenged and discussed with a view to the possibility of change
- encouraging by example the attitudes of open-mindedness and enquiry rather than intolerance and judgment
- listening to, and showing active interest in, perspectives unique to their life stories
- recognising that my own attitudes and views are in part the result of my own life story and may at times need questioning
- conducting myself in such a way that I help provide equal opportunities and help prevent bullying, harassment, victimisation and/or unlawful discrimination
- celebrating difference in all its shapes and forms
- communicating closely with their referring social worker, headteacher, SEN(D)Co and/or school designated safeguarding lead
- adopting diversity, equality and inclusion best practice policies and procedures and undertaking supervision, support and training so that I follow these with confidence and competence

- ensuring that they and their parents/carers know where to go for help if they have a concern
- committing to reviewing this policy and good practice on an annual basis

This policy statement has been drawn up on the basis of legislation, policy and guidance that seeks to protect the rights of individuals to fair treatment and to advance equal opportunities for all, and should be read alongside the following:

- cancellation policy
- Covid-19 policy
- privacy and data protection policy
- safeguarding and positive behaviour policy

Further information is available from the Equality Act 2010 (legislation.gov.uk), the Equality and Human Rights Commission (www.equalityhumanrights.com/en) and the National Society for Prevention of Cruelty to Children (www.nspcc.org.uk).

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