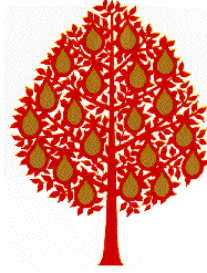


PERRYFIELDS INFANT SCHOOL

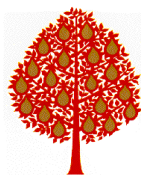


Helping each other to learn and grow

DIVERSITY, EQUITY AND INCLUSION POLICY

Approved By	Date	Next Review Date
LGB	13 th January 2025	Spring 2026

**PERRYFIELDS INFANT SCHOOL
DIVERSITY, EQUITY AND INCLUSION POLICY**



Helping each other to learn and grow

"Inclusivity as a foundation, equity as a practice, and diversity as our strength—woven into every decision, every action, and every relationship."

Purpose

This policy outlines our school's commitment to creating an inclusive, equitable, and diverse learning environment. Our goal is to respect, value, and nurture the unique identities, backgrounds, and perspectives of every pupil, member of staff, and community member. By fostering a culture of respect and understanding, we strive not just to educate but to inspire a future generation dedicated to making a positive impact on the world. By nurturing our pupils, we prepare them to be kind, confident, and well-rounded citizens to educate and inspire a future generation to help make a positive impact on the world.

Vision

We envision a school community where all individuals feel valued, supported, and empowered to achieve their full potential. We are dedicated to promoting fairness, respect, and understanding across all dimensions of diversity, including but not limited to race, ethnicity, nationality, gender identity, sexual orientation, socio-economic status, ability, religion and age.

Scope

This policy applies to all members of the school community, including pupils, staff, management and external partners.

Definitions

Diversity refers to the presence of identifiable differences within a given setting. This includes, but is not limited to, difference in race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin and political beliefs.

Commitment: We commit to celebrating diversity within our school community and strive to ensure that our policies, practices and curricula reflect diversity.

Equity involves ensuring fair treatment, equality of opportunity, and fairness in access to information and resources for all. This means recognising that advantages and barriers exist and that, as a result, we do not all start from the same place. Equity is a process that begins by acknowledging this unequal starting place and makes a commitment to correct and address the imbalance.

Commitment: We are committed to providing resources, support, and opportunities tailored to individual needs to ensure all students can succeed and thrive, regardless of their background or circumstances.

Inclusion ensures that people feel a sense of belonging in the workplace, classroom, or community. It is achieved by nurturing the environment, embracing differences, and offering respect in words and deeds for all people. It ensures that all individuals are able to participate fully in the decision-making processes and development opportunities within an organisation or group.

Commitment: We commit to building a school culture where all voices are heard and all individuals feel they belong.

Harassment is any unwanted behaviour, physical or verbal, that demeans, humiliates, or embarrasses a person and is often characterised by its persistent nature. Harassment can occur in many forms, including sexual harassment, bullying and intimidation and it creates a hostile or offensive environment for the victim.

Discrimination refers to the unjust or prejudicial treatment of individuals based on characteristics such as race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical value systems, national origin, and political beliefs. Discrimination can manifest in various ways, including exclusion, unfair treatment, and biased decision-making.

Exclusion occurs when individuals or groups are covertly or overtly left out of or not included in activities, decisions or opportunities. This can be based on characteristics such as race, ethnicity, gender, gender identity, sexual orientation, age, social, class, physical ability or attributes, religious or ethical value systems, national origin and political beliefs.

Core Purpose

Our DEI policy serves as the foundation for creating a culture where diversity is not just accepted but celebrated as a strength, where equitable opportunities allow all members of our community to thrive, where inclusion fosters a genuine sense of belonging, and where justice ensures fairness and accountability.

To realise this vision, we commit to an ongoing learning and development cycle, through active dialogue with all community members.

By involving diverse voices and perspectives at every stage of our journey, we enhance our collective ability to address challenges, embrace differences and build a more inclusive future together.

Responsibility

Everyone within Perryfields Infant School, including visitors and external contractors, ensures that we work and learn in an inclusive environment, recognising and celebrating diversity. We each have a responsibility to:

All staff

Active Participation: Engage with and contribute to DEI initiatives and activities. Participation can range from attending DEI training sessions and workshops to engaging in community discussions and feedback opportunities.

Adherence to Policies: Familiarise ourselves with and adhere to all aspects of the DEI policy as applicable to one's role and interactions within the organisation. This includes understanding the behaviours that constitute discrimination, harassment, and exclusion and actively avoiding such behaviour.

Promotion of Inclusivity: Actively promote an inclusive environment in day-to-day activities and interactions. This involves respecting diverse perspectives and backgrounds, challenging discriminatory behaviour and supporting colleagues and pupils in feeling valued and included.

Policy Oversight: Ensure the DEI policy is comprehensive, up-to-date, and aligned with Perryfields Infant School's values. Governors and the Senior Leadership Team will regularly review the policy to reflect changes in legislation and community needs. The leadership team will oversee the allocation of resources necessary for effectively implementing and monitoring DEI initiatives.

Continuous Improvement: Monitor and evaluate the impact of DEI policies, ensuring continuous improvement and accountability across the school.

School Leadership Team (SLT & Governors) are responsible for:

Policy Implementation: Ensure that all school policies and practices align with the principles of DEI and actively promote an inclusive educational environment.

Incident Management: Take immediate and appropriate action in cases of discrimination, harassment, or bullying. Ensure that all incidents are thoroughly investigated and resolved in accordance with school policies.

Training Oversight: Coordinate DEI training and awareness for staff, ensuring all team members are educated on the latest practices and policies.

Record Keeping: Maintain accurate and confidential records of all reported DEI incidents, ensuring compliance with legal and organisational guideline.

Leadership and Advocacy: Lead by example in promoting DEI within the school and advocate for inclusive practices and policies at all organisational levels.

Support and Compliance: Ensure all staff members know their DEI responsibilities and have the support and resources needed. Oversee the implementation of DEI policies to ensure compliance across the school.

Proactive Engagement: Engage with staff and pupils to foster an environment that respects and celebrates diversity. Facilitate open dialogues and feedback sessions to improve DEI efforts continuously.

The School Team (Staff) are responsible for:

Implementation of DEI Practices: Integrate DEI principles into pedagogical and operational practices. This includes creating inclusive curricula, ensuring equitable classroom and workplace environments, and being mindful of the diverse needs of all pupils and staff.

Role Modelling: Serve as role models by demonstrating commitment to DEI values in all professional conduct and interactions. This also involves mentoring pupils and less experienced staff in these values.

Reporting and Addressing Non-compliance: Promptly report any breaches of the DEI policy observed and cooperate in subsequent investigations or resolutions.

The Pupils are encouraged to demonstrate:

Active Participation: Pupils are expected to engage fully with DEI initiatives at an age appropriate level in line with the school Core Values. This includes actively contributing to a nurturing and respectful school culture.

Advocacy and Leadership: Where possible, pupils should take on roles that allow them to promote respectful and safe relationships across the school community.

Compliance with Policies: Adhere to school policies and codes of conduct that uphold diversity, equity and inclusion. Pupils should understand and respect the acceptable behaviour policy and begin to accept responsibility for their actions towards others.

Cultural Respect and Sensitivity: Pupils should respect and appreciate their and others' cultures. They should show sensitivity and respect toward those from different contexts and backgrounds than their own, fostering an environment of mutual understanding and inclusivity.

Parents are encouraged to demonstrate:

Support and Engagement: Actively support the school's DEI initiatives by participating in relevant activities, discussions, and training sessions where appropriate. Encourage children to respect and embrace diversity.

Role Modelling: Demonstrate inclusive behaviour and attitudes at school events and in interactions with the school community. Reinforce the importance of DEI values at home.

Partnership with the School: Work collaboratively with the school to address any concerns related to discrimination, harassment, or exclusion. Provide feedback to help the school improve its DEI practices.

Golden Thread – Guiding Values

Our school's DEI "Golden Thread" statement refers to a guiding set of values that we aim to run consistently throughout the school's strategies, practices and decision-making processes. It aims to ensure that DEI is not an isolated initiative but is embedded within the fabric of the school, influencing everything from recruitment to employee development, leadership, curriculum and organisational culture.

"Inclusivity as a foundation, equity as a practice, and diversity as our strength—woven into every decision, every action, and every relationship."

Inclusivity as a foundation: Inclusion is the core value that everything else is built upon. It's about fostering an environment where everyone feels welcomed, valued and heard.

Equity as a practice: Reflects that the school will take active, ongoing steps to ensure fairness and equal opportunities for all employees/pupils, addressing systemic barriers.

Diversity as our strength: Celebrates the richness of diverse perspectives, backgrounds and experiences as key drivers of innovation, creativity and success.

Related Documentation

For pupils, this process aligns with the Anti-Bullying Policy, Equality Policy, Behaviour Policy, Special Educational Needs and Disability Policy and Accessibility Plan.

For staff, this process aligns with the Staff Code of Conduct, Pay Policy, Complaints Policy, Grievance Policy, Recruitment Policy and [Workplace Harassment Policy](#).

The DEI Policy will be regularly reviewed and updated by the Leadership Team (SLT and Governors) aligning with the schools policy review cycle. This ensures our strategy remains responsive and evolves with our community's changing dynamics and feedback.