

# **Diversity Policy**

## **Stanah Primary School**



*Good schools, like good societies and good families, celebrate and cherish diversity*

*Deborah Meier*

## Contents

<u>Section</u>	<u>Title</u>		<u>Page</u>
1	Our Ethos		3
2	Our Approach		3
3	Diversity at Stanah		3
3.1		Diversity and Growth Mindset	3
3.2		Diversity Themes	4
3.3		Delivery across school	4
4	Policy Review		4

## **1 Our Ethos**

Stanah Primary School is a welcoming, friendly and inclusive school where everyone is valued, respected and treated equally. The governors and staff work to create an environment that supports and celebrates the diversity of our school community. Our ethos is built upon tolerance, honesty, teamwork and mutual respect. At Stanah, we treat everyone fairly, celebrate differences and create a curriculum that meets the needs of all members of our school community.

## **2 Our Approach**

In today's society, we believe it is important that the staff and children at Stanah embrace and celebrate diversity. We aim to create an environment where children feel safe, respected and able to express their individuality. We are committed to providing a curriculum that meets the needs of all learners, fostering the promotion of self-confidence and a greater understanding of the world around them.

## **3 Diversity at Stanah**

Our Stanah community encourages, values and promotes diversity in a variety of ways. Our day to day school life is built upon a clear set of values, under our motto "Work Hard, Be Kind". We encourage our children to understand, recognise and model values such as being Caring, Respecting and being Adaptable through PSHE lessons, classroom displays and discussion.

Valuing diversity is one of the most important roles a teacher must fill. At Stanah, we take time to get to know, learn and understand our pupils: including their backgrounds, interests, learning styles and qualities. This allows us to create a learning environment that supports and challenges each individual.

We allow time for pupils to learn about each other, understand how we are all unique and have our own special qualities. We truly believe that pupils should celebrate their differences and know that this is what makes us who we are; reminding them how boring it would be if we were all alike. We encourage children to gain an appreciation for the diversity they bring to the classroom, and to appreciate the diversity of their peers.

### **3.1 Diversity and Growth Mindset**

As part of our dedication to Growth Mindset, we teach our pupils that everyone has strengths and weaknesses. When working in teams, we encourage pupils to take advantage of the strengths of their team members to produce the best possible results. We teach our children that having weaknesses, and making mistakes, is a valuable part of life. Our teachers dedicate time to acknowledging mistakes and modelling how we can learn from them.

### **3.2 Diversity Themes**

At Stanah, we dedicate time to address diversity as a whole school community. In the first assembly of each half-term, a member of the leadership team delivers an assembly covering the topics below:

<u>Autumn Term:</u>	It's Ok to be Different.
<u>Spring Term:</u>	Different Families
<u>Summer Term:</u>	Gender Stereotyping

### **3.3 Delivery Across School**

Bringing all of our classes together to discuss these topics means that our school community have a mutual understanding and respect of each other. Class teachers use these assemblies during PSHE time to discuss any questions pupils have further and allow our pupil voice to strengthen. Each classroom has a display which celebrates diversity, which is regularly updated and used within the classroom. By bringing our children together to discuss our shared values, we allow pupils to become a part of a community that celebrates diversity and allows them to become role models for one another. We believe that an environment that talks about difference allows children to be prepared for life in the wider community and the wider world.

We actively seek opportunities to utilise different resources that our pupils may be able to connect with. We work alongside the Lancashire Faith Centre to search out people who are different from ourselves and that might share certain qualities with our pupils. Children need role models. Allowing children to connect with another in some way, creates an openness to listen and learn from them.

In our school community, we never tolerate bullying, teasing and other “put-down” behaviour at any time. We implement a “zero tolerance” for anything that is disrespectful, hurtful, or intolerant of diversity.

Staff and children at Stanah commit themselves to the sharing of these values and are encouraged to speak out or seek support when it is needed.

## **4 Review and update**

This policy is to be reviewed on a yearly basis by the subject leader.