



St. Jérôme Church of England
Bilingual School

Inclusivity Policy

April 2016

Executive Headteacher.....

Revd D. R. Norris

Chair of the Governing Body.....

Ian Fernandes

Date: ~

At St Jérôme C E Bilingual School, we recognize that we have a diverse community of staff, children and families and we embrace and value the diversity of all members of our community.

St Jérôme C E Bilingual School has a Christian foundation and seeks to welcome and show hospitality to all. We are committed to diversity and inclusivity. We recognize that our success is dependent on how well we value, engage, include, and utilize the rich diversity of our staff, children and families.

We believe that prejudice, oppression, and discrimination are detrimental to human development, and that a vibrant and diverse school community enhances the learning environment of the community that we serve.

We are committed to treating all with dignity and respect, and to working collectively on an ongoing basis to build and maintain a community that understands, celebrates and promotes diversity, while promoting inclusivity at all levels.

It is our policy to be inclusive and mindful of this diversity in our policies, curriculum plans, classrooms, and interactions with others. As a school community, we seek to affirm all people regardless of their age, culture, disabilities, ethnic origin, gender, gender identity, marital status, nationality, race, religion, sexual orientation, and socioeconomic status.

As a part of our commitment to developing and sustaining a vibrant and diverse school community, we strive to create an environment of inclusivity through these principles:

- We respect and affirm the dignity of each unique member of our community.
- We are committed to providing and promoting a bias free environment by addressing issues of equity and justice in our community through our teaching and interactions.
- We are committed to the ongoing education of our staff, children and their families as a part of the process of developing and maintaining a community that provides an affirming learning environment.
- We will continually challenge ourselves, and others, in an environment of mutual concern and respect for the free expression of all individuals.

We are committed to enabling all people to access our school building. Our building complies with DDA requirements and we have developed an accessibility strategy that will be regularly reviewed in consultation with our school community.

Our behaviour policy seeks to encourage responsible behaviour and enable children

to explore their rights (as expressed in the UN Convention on the Rights of the Child) and their associated responsibilities.

We want all children to achieve and flourish in their education. We have high expectations and ambitions for all children and want to ensure that our curriculum includes opportunities for the spiritual, moral, social and cultural development of all children. Our inclusion policy sets out how we meet the Code of Practice requirements for children with Special Educational Needs or Disabilities and how we seek to overcome any barriers to learning. We will use additional funding such as Pupil Premium funding to provide additional support to children who are disadvantaged and we will undertake an annual review of the effectiveness of this provision.

We welcome children, staff and families of all faiths and none. Our Religious Education Curriculum includes the major world faiths represented in Harrow and seeks to encourage critical enquiry and a good knowledge and respect of people of a range of faiths and none. We are committed to working with Harrow SACRE (Standing Advisory Council for Religious Education) and local faith communities and leaders. All parents have the right to withdraw their children from Religious Education and or Collective Worship. Where such requests are made we discuss any concerns with families and ensure that there is an effective alternative learning programme.

Our staff policies seek to promote equality of opportunity for all and appointments and promotions will always be made on the basis of merit. Our Equality scheme sets out how this will be achieved and we have developed an equality action plan.

If any member of the school community is concerned at any time that any aspect of this inclusivity policy is not being upheld they are encouraged to approach the school and raise their concern. This would normally be raised with the Head of School who may investigate the matter and seek to resolve it. Should a member of the community wish to make a complaint they should follow the procedures set out in our complaints policy.