

Sherborne Preparatory School Policy on Equality and Diversity

Challenging stereotypes, promoting respect and encouraging tolerance

'We are all citizens of one world; we are all of one blood.' Jan Amos Comenius, 1592-1670

Sherborne Preparatory School is a welcoming school where everyone is valued highly and where the values of tolerance, honesty, co-operation and mutual respect for others are fostered. We are committed to the development of the whole person within a supportive, secure and creative environment. A broad, balanced and appropriate curriculum provides equal opportunity for all pupils to maximise their potential regardless of age, sex, race, colour, religion or disability.

At Sherborne Preparatory School we aim to promote equality and tackle any form of discrimination and to actively promote harmonious relations in all areas of school life. We seek to remove any barriers to access, participation, progression, attainment and achievement. We endeavour to promote positive relationships with parents, governors and members of the community in order to find cohesion with our neighbours.

Specific departmental policies on Equality and Diversity can be found in the relevant departmental documentation, and these refer in the main to the resourcing and delivery of lessons in each subject with respect to the promotion of equality and diversity. However in the school environment there is an inextricable link between the taught academic curriculum and the 'moral curriculum,' so the contents of this policy can be seen as providing the backbone for an 'umbrella' policy on equality and diversity at Sherborne Preparatory School.

Sherborne Prep School's boarding environment makes the upholding of the values of equality and diversity even more important. The majority of our EAL speakers are full time boarders who will call the Prep their home for much of the academic year, and we understand that these children in particular require a cultural welcome and celebration of the diversity which they bring to our school community. This understanding underlines much of our policy and provides the foundations for the following aims:

- To provide a secure environment in which all our children can flourish and achieve all five outcomes of 'Every Child Matters' (be healthy, stay safe, enjoy and achieve, make a positive contribution, and enjoy economic well-being)
- To provide a learning environment where all individuals see themselves reflected and feel a sense of belonging;

prepare children for life in a diverse society in which children are able to see their place in the local, regional, national and international community

- To include and value the contribution of all families to our understanding of equality and diversity
- To provide positive non-stereotyping information about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion and age
- To plan systematically to improve our understanding and promotion of diversity
- To actively challenge discrimination and disadvantage
- To make inclusion a thread which runs through all our activities.

To achieve these aims in general we will:

- Share our policy with the parent body and the local community by publishing it on the school website
- Set suitable learning challenges for all, respond to pupils' diverse needs and overcome any potential barriers to learning
- Ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity
- To promote the diversity of our school community within the school itself through displays, talks etc
- Have high expectations of behaviour which demonstrates respect to others regardless of race, gender, age, colour, religion or disability

More specifically, all staff will:

- Be vigilant in all areas of the school for any type of harassment and bullying
- Deal effectively with all incidents from overt name-calling to the more subtle forms of victimisation caused by perceived differences
- Identify and challenge bias and stereotyping within the curriculum and in the school's culture
- Promote equality and good relations and not discriminate on grounds of race, gender, religion, age and sexual orientation
- Promote an inclusive curriculum and whole school ethos which reflects the diversity of our society

There are a number of specific events and activities which take place around the school which contribute to the broad realisation of the aims of this policy. These can be categorised as contributing to our success in achieving one or more of the five outcomes under 'Every Child Matters.' These activities and events are designed to broaden the life experience of our pupils in order that they are exposed to as wide a variety of cultures, religions, ages, social backgrounds and viewpoints as possible, which challenges any pre-conceptions about certain groups of people and encourages a broad world view in preparation for life in a culturally, racially and socially rich world. These are documented overleaf.

Being Healthy

- The playing of a culturally diverse range of games in PE
- Termly EAL meal celebrating food and culture from a foreign country represented amongst our pupils' nationalities

Stay Safe

- PSHE lessons on 'staying safe' are based around understanding the different threats to personal safety encountered by boys and girls

Enjoy and Achieve

- Seasonal, cultural and traditional outings for EAL students introducing them to local traditions such as 'Pack Monday,' blackberry picking and rambling
- Annual languages competition to tie in with languages day in September. Open to Years 7&8
- The celebration of different religions and cultures through literature in the form of a book display in the library which is rotated on a bi-termly basis. The display includes reference books about a range of religions and cultures and also fiction set in foreign countries for a variety of age groups
- Gifted and Talented programme is run in conjunction with students from The Gryphon School

- Mandarin taught as a Saturday morning activity

Make a Positive Contribution

- EAL students invited to speak to younger children on their country of origin/culture. Recent talks by Year 8 students have included China and Africa, the latter to coincide with Black History Month
- EAL display board is rotated on a termly basis with EAL students producing work and articles about their country and culture
- Green Flag status achieved through Eco-links with Sherborne Primary School and The Gryphon School
- Residents of a local retirement home are invited to attend the school play each year
- EAL students regularly make presentations about their home countries in assembly

Enjoy Economic Wellbeing

- A display board in the maths department is devoted to weekly exchange rates between world currencies. Each fortnight a brief description is given of a different country and their economic situation
- Money and materials are raised for various schools abroad, including a 'shoe box' scheme for poverty

The Comenius Programme

The school is a member of the Europe-wide Comenius Programme, designed with the following aims in mind:

- to develop knowledge and understanding among young people and education staff of the diversity of European cultures and languages, and the value of this diversity
- to help young people to acquire basic life skills and competences for their personal development, for future employment and for active European citizenship

The most recent programme was hosted by the school, and further visits are planned.