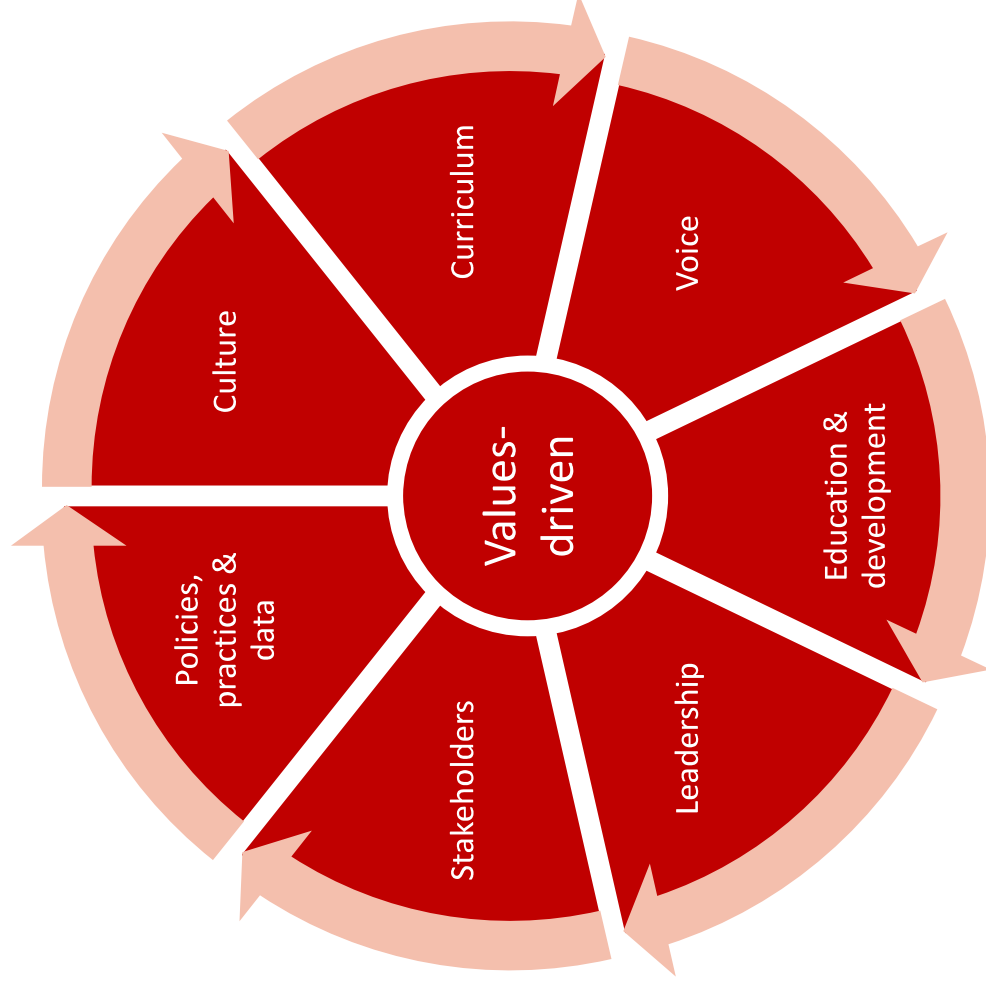




Diversity and Inclusion: staff code of conduct



Culture	Collaboration in a culture that celebrates diversity and inclusion, reinforces expected behaviours, language and actions. We will uphold the code of conduct and challenge if our expectations around our celebratory school culture are not met.
Curriculum	Teaching that celebrates diversity and inclusion, aiding students in their understanding about the prevalence of discrimination. We will review our curriculum to eliminate bias, challenge stereotype and ensure representation
Voice	Listening to people in our community including pupils, staff, governors and the wider community. Engaging with the a wide range of voices to ensure they are heard and acknowledging that listening is vital for effective inclusion.
Education & development	Learning more about the diversity of our society, and understanding the experiences of marginalised people will develop students' learning and ensure we are inclusive . Training and development opportunities will be offered to all in our school community.
Leadership	Leaders at all levels have an important role to play around every aspect of inclusion. Ensuring decision making processes are transparent and accountable is essential to the success of inclusion.
Stakeholder engagement	As a leverage organisation, we are a vital community resource and a hub for community activity. Parents and carers form part of the school community and regular and effective engagement with parents and carers is critical to the success of inclusive education
Policies, practices & data	Ensuring all school policies are inclusive and developing evidence-based policies where appropriate is a vital aspect of inclusion. Our policies and practices will be inclusive and we will ensure data gathering informs decision making.

Additional Reading

- A Little Guide for Teachers: Diversity in Schools - A Little Guide for Teachers (Paperback)
- Guidelines for Inclusion and Diversity in Schools: The British Council
<https://www.britishcouncil.es/sites/default/files/british-council-guidelines-for-inclusion-and-diversity-in-schools.pdf>

- Diversity & Inclusion in Schools: Report
<https://www.pearson.com/content/dam/one-dot-com/one-dot-com/uk/documents/educator/schools/issues/inclusion/diversity-and-inclusion-in-schools-report.pdf>

- Textured Teaching: A Framework for Culturally Sustaining Practices by Lorena Gorman: <https://blog.heinemann.com/what-is-textured-teaching-by-lorena-gorm%C3%A1n>