



Diversity Policy

Policy Title: Diversity Policy

Approved By: SLT

Date Approved: February 2021

Date for Review: February 2022

Point of Contact (Reviewer): Senior Deputy Head

Loughborough Amherst School welcomes a diversity of cultures, backgrounds, faith, gender and beliefs. As a school we nurture an ethos and environment where all are valued and where a wide range of views is respected. This embraces a culture that enables all who work, teach, study and learn in the school to review their practices and behaviour, to have the confidence to build on prior experiences and to make appropriate changes.

The school is committed to dealing with incidents involving racism, homophobia, religious intolerance and lack of respect for individual diversity including prejudice and stereotyping harassment, and name calling in an appropriate and fair manner.

Principles

The school is committed to:

- investigating and addressing incidents against diversity;
- ensuring action to support victims against diversity;
- ensuring existing school policies address inappropriate behaviour discriminatory practices;

Practice

We use the curriculum, where appropriate, to teach inclusion, tolerance and equal opportunities to encourage students to respect and understand diversity. In particular, there are opportunities through the PSHE programme and in assemblies to prepare

the young people in our school to meet their responsibilities as citizens. We promote racial harmony, prepare students for living in a diverse and increasingly multi-cultural society and specifically address racism and other forms of discrimination. Within this context the school will continue to teach students the difference between acceptable and non-acceptable behaviour and the need and benefits of respecting each other and themselves.

Staff are given ongoing training through INSET days and other opportunities.

We celebrate diversity within the school through:

- religious assemblies for a number of different faiths
- highlighting the significance of religious days and festivals
- the study of world religions through a compulsory Religious Studies curriculum
- ensuring a diverse mix of students is represented on student groups
- holding regular school events such as charity fund raising schemes
- LGBTQ
- Transgender – positive inclusion, gender neutral lavatories, adopting a student- centered approach to a young person who is gender questioning or transitioning. There is a protocol of appropriate briefing of staff to adopt the correct names and approach to help the young person and their peers
- Adjustments for those undertaking religious fasting. For example, a pupil fasting for Ramadan may - on receipt of a request from parents/carers - be excused from PE, CCF or other demanding physical activities for the duration of the fasting period.

Students who transgress the school's Diversity and Inclusion policy will be investigated by the HoY and other staff as appropriate. The sanction will be proportionate to the transgressor however the school deems it most important that the victim and as well as the transgressor learn from the experience and have the opportunity to supervised mediation.