



All Hallows Church of England Primary School

Promoting Equity, Diversity, Inclusion and Belonging



This leaflet has been designed and written by a working party of staff, governors and parents and carers. We have written this leaflet so that everyone in our school community is clear about the kind of community we aspire to be. It contains important information about our core ethos and values to promote respect for all people, and our commitment to creating an environment in which everyone is able to feel safe, valued and accepted for who they are.

We want everyone in our school community to feel: We do this :

- seen & heard,
 - safe & secure,
 - included & accepted,
 - represented and celebrated,
 - valued & inspired.
- By providing opportunities for everyone to have their say and share ideas
 - Through our work on anti-bullying, child on child abuse and behaviour
 - By creating a curriculum which prepares our children for life in modern Britain
 - Through displays, resources, assemblies and celebration events
 - Through role models and by example, and acknowledging their uniqueness

We will try to be conscious of all that we say and do, aiming to cultivate a sense of belonging for everyone in our school community. Our school HEART values will help us to do this.

Humility – We self-reflect and are thoughtful towards others.

Empathy - We are kind.

Ambition - We recognise each other's strengths and talents. We nurture self-esteem and well-being so that all have the courage to achieve their potential.

Respect – We show positive regard for ourselves, for others and our environment. We act with kindness and consideration towards each other.

Trust – We will be brave, authentic, honest and vulnerable and be each other's friend.

Our Legal Duties

As a school we have specific and general duties under The Equality Act 2010

These include the duty to:

- **eliminate discrimination, harassment, victimisation** and any other conduct that is prohibited by or under this Act;
- **advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it;
- **foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

There are 9 protected characteristics which include : race, religion, sex, sexual orientation, gender reassignment, disability, age, marriage & civil partnerships, pregnancy & maternity.



We strive to proactively prevent any prejudiced-based behaviour or language being used by any member of our school community, but we recognise that sometimes incidents will occur.

When these incidents happen we will always take them seriously.

We do not believe children are born with prejudices – they learn them from the world around them, including online.

We believe we have a responsibility to educate our children in line with our school values and Christian ethos, about how words and actions can impact others.

Our focus will always be on the impact of any incident and this will guide our follow-up actions, regardless of whether there was any deliberate intent to cause harm.

We will always aim to work in a restorative way - supporting those responsible for hurting others to take responsibility and acknowledge the harm caused, and encouraging forgiveness and reparation where genuine remorse is shown.

Where there was no deliberate intention to cause harm, we will use interventions to educate those responsible, and wherever possible, will use restorative approaches to repair the relationship between all parties. As a learning community we will strive to have open dialogue, which supports growth in understanding, and seeks neither to minimise hurt, induce shame, or generate defensive behaviour.



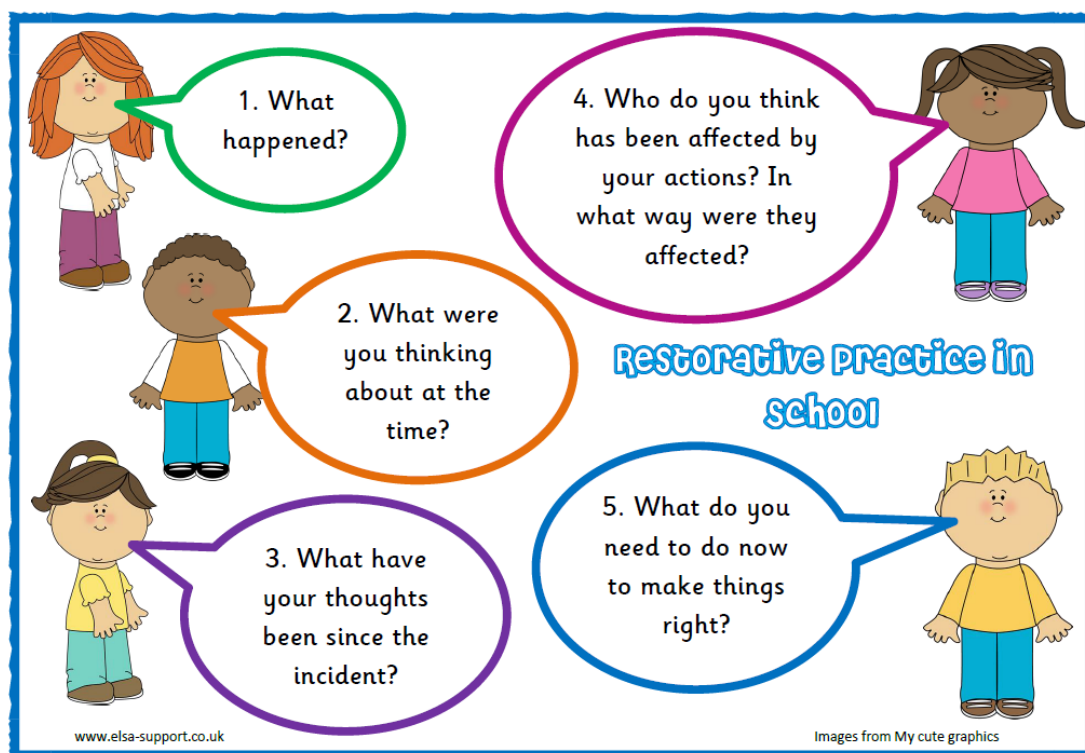
What you can expect from us if your child is involved in an incident...

Whether your child is responsible for an incident or on the receiving end of prejudice-based or discriminatory behaviour, you will be directly informed by a member of staff.

If your child is the victim, we will talk to you about how we will support them so that the experience does not damage their self-esteem or confidence. If they are willing and ready to talk to those responsible, we will facilitate a restorative conversation so that they feel they have been heard and their feelings acknowledged. If they do not feel able to participate in a restorative conversation, we will ask them how they want to share their feelings, and how they want to receive feedback about how we have responded.

We will always work on a safety plan with them to ensure they feel safe and secure in and around school.

If your child is responsible for an incident, we will provide them with an opportunity for reflection. We will take into account their developmental age and understanding, when considering what action to take, but regardless of whether they have shown any deliberate intent to hurt, we will always complete some intervention designed to educate and deepen their understanding around the impact of their words/actions. We will implement natural consequences to help the child recognise why their behaviour is unacceptable and they will be supported to identify how they can make amends for their actions. They will be encouraged to take responsibility and to participate in a restorative conversation if this is what the person they have hurt wants. We will prioritise education over punishment, as we do not believe that sanctions change hearts and minds. Where it is clear however, that a child repeatedly and with clear intention, sets out to deliberately harm another person through their use of language or behaviour, which is rooted in prejudice-based and discriminatory beliefs, our response will make clear that this will not be tolerated.



How can you help?

- Tell us about any concerns you have and encourage your child to talk to a trusted adult if they are upset or worried about anything. The more we know about what is happening, the better able we are to address it before any further problems arise.
- Monitor what your child accesses and watches online– ensure parental controls are in place and that you regularly check what your child is doing/viewing online.
- Educate yourself about the different protected characteristics and encourage your child to take an interest in learning about diversity and inclusion.
- Have age-appropriate conversations with your child about issues around social justice, prejudice and discrimination, and how they can be an upstander.
- If your child is involved in an incident, work with us to ensure that they learn from any mistakes made. Support us in giving clear messages about our values and why what they did isn't OK, without shaming them or becoming defensive yourself.
- Focus on the impact not the intention – try to empathise with the other child and their family and think about how they might be feeling. Try to avoid feelings of guilt or embarrassment about how your child has behaved. Most families just need some acknowledgement of the hurt caused and a sincere apology. Be sensitive to their feelings and recognise that they may not want to talk to you immediately following an incident. Give them time to process any feelings they might have, but don't avoid them or pretend nothing has happened. It's important to model for your child that although some conversations may make us feel uncomfortable, the chance to talk things through can repair and even strengthen our relationships.
- If your child is on the receiving end of an incident, keep us informed about any changes you notice so that we can put in the right support to help them process their feelings. Trust us to get the right balance between educating the offender and sanctioning their behaviour. Help us to work restoratively with all involved.

Useful websites to help you speak to your child and educate yourself

[Talking to children about racism | NSPCC](#)

[Talking to your kids about racism | UNICEF Parenting](#)

[How to talk to your children about hate speech | UNICEF Parenting](#)

Contacting the school

If parents/carers have any worries about how their child is being treated at school then please call 0115 9568277 or email head@hallows.notts.sch.uk