

Anglo European School

Equality, Diversity and Inclusion Statement of Intent

(last updated October 2023)

In stating our intent, we hope to set out our core ethos, our vision and our hope for the future. We have written this paper following an international call for change that was a catalyst for worldwide discussions about the need for equality to be at the top of everyone's agenda. Our students, our staff and our whole school community is diverse. That is a fundamental part of our school and we want our students to recognise that other people, with their differences, can also be right. We want to celebrate diversity whilst reinforcing the importance, and the need, to talk and challenge any behaviour that is unfair, derogatory or discriminatory. Our diversity and our differences make us a very unique school; we are very proud of this fact; it is what makes us the 'Anglo Family'.

Equality and fairness, as well as the overarching theme of kindness and open mindedness, are fundamental school priorities. We expect our staff, students, and the families with whom we work, to uphold these core beliefs. We recognise that there is always work to be done in making our community as inclusive as possible and we strive to develop and implement changes where necessary.

Our guiding principles

Our purpose as a school is to ensure that every student in our care receives high quality education so that they can be successful, healthy and happy in their lives. We want to prepare our students to be global citizens. We recognise our responsibility in fostering a culture in which every one of our students can grow, learn and be ready to contribute positively to society. Our learner profile describes the attributes we hope our students gain during their time with us: inquirer, knowledgeable, critical, articulate, principled, open-minded, kind, courageous, healthy, reflective, creative and enterprising.

In our school:

- Every student will be supported academically and pastorally regardless of their background
- Every student will have the opportunity to share their voice
- Every member of staff will be supported to develop professionally and their voice will be heard, regardless of their role
- We value support and contributions from our parents through our Parent Forums and School Association
- We value our relationship with our local community and international, wider partners

Diversity

Each of us is unique, with our own story to tell and our uniqueness can be represented in many different ways. These differences strengthen our school community and our sense of family.

Equality

At times, these differences may mean that additional support is required. All our staff and students will have fair access to the same opportunities, regardless of any differences.

Inclusion

Staff, parent and student voice is listened to, and members of our school community feel included and able to contribute.

Our staff

All our staff, regardless of their role, are powerful role models. Our recruitment process is rigorous, and we strive to recruit and retrain great people who can inspire those around them. It is important to us that our workforce reflects the diversity we value in our school community. Thorough selection and recruitment practices will naturally enable a diverse and talented field of applicants. Our processes should enable applicants to shine and for us to see them at their very best. We should be aware of the influence of unconscious bias and challenge each other should this arise. Understanding the barriers that some applicants face, and our own perceptions of what the best person for the post looks and sounds like, brings the unconscious into the conscious.

High quality training and development, alongside a positive organisational culture, are instrumental in retaining staff. Our Continuous Professional Development programme will be open and transparent, enabling us to identify and support the potential in our staff. This will be underpinned by high quality performance review where staff feel confident to aspire, knowing that they will be supported to do so.

We model what we value and in so doing, establish our culture. Our behaviours and how we communicate with each other are central to this. Whatever position we hold, we should feel empowered to challenge any action which undermines this commitment. We will, on a regular basis, seek to understand from staff what it is like to work within Anglo European School and how it can be better.

Our students

The success of our students is at the forefront of all we do. Feeling safe and secure is the foundation for them to fulfil their potential. As with staff, we will regularly listen to our student voice to understand their experience in our school and how it can be better. We will do this through Student Committees, with a specific view on Quality of Education, Personal Development, Behaviour and Attitudes and Equality, Diversity and Inclusion.

We recognise that our students come from different backgrounds and have had different beliefs and experiences. It is important that these are embraced at school. They will have equal access to a broad and balanced curriculum which enriches their perspective, and which supports each and every one of them to achieve their very best. This curriculum will expose them to a wide range of opportunities within and outside of the classroom, which reflect an accurate picture of modern Britain, the modern world and history. This curriculum will be

supported by diverse voices, where all students can see themselves and their families reflected.

Our students will be provided with high quality learning experience where they feel known, understood and cared for by their staff. They will take with them these positive experiences, continuing to be ambassadors for equality, diversity and inclusion.

Leaders have a responsibility to ensure that data is gathered with integrity and transparency. It must be used to support all student to thrive, regardless of their background. There is a responsibility on us to ensure that our policies do not inadvertently present challenges to some of our student and being aware of potential equity and equality issues.

Our Parents and Carers

Our parents and carers are important to us, and we work hard to foster positive relationships. By working in partnership, we can more effectively support the progress of our students. It is important for us to understand our parents' perspective and we will, on a regular basis, hear from them, through parental forums, on what it is like to communicate with our schools and how this experience can be better.

Our local community

We recognise that we are a large, diverse school, in the middle of a suburban Essex village. We endeavour to work closely with the Parish Council, the Borough Council and other local stakeholders in order to maintain and foster positive relationships with the wider community.

Key Actions and Objectives for the 2023-24 academic year

1. **Implement Reading Strategy** - No child leaves KS3 with a reading age less than their chronological age
2. **Enhance SEND Strategy** -Improved academic outcomes for SEND and AMA students
3. **Refine Disadvantaged Strategy** - Disadvantaged students achieve expected grades in line with their peers
4. **Enhance EDI Strategy and secure the Equalities Award**
5. **Sustain outstanding Safeguarding, Health and Wellbeing for all students** - All students and staff have a sense of belonging, feel safe, valued and enjoy working as part of the Anglo Family

Approved by:	Full Governing Body
Date:	13 th December 2023