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# THE RIVERBANK SCHOOL



## Diversity, Equity and Inclusion Policy



## Introduction

At the RiverBank School we are committed to promoting a diverse, equitable and inclusive community of students, staff, parents, alumni and partner organisations. We value and embrace diversity and aim to include people from different backgrounds, life experiences and expertise because we welcome the positive impact they can have on the school community.

We are a Christian school, with an ethos founded on Christian values, but we welcome children from families with other religious affiliations and accord them equal consideration in every aspect of school life.

## Aims of this Policy

This policy aims to set out our philosophy on diversity, equity and inclusion (DEI). It states the expectations we have of members of our school community and how we promote DEI through our policies and procedures.

## Teaching and Learning

Our curriculum from EYFS through to KS4 is inclusive and intended to represent different perspectives and cultures. This is achieved by:

- Studying examples chosen from different countries and cultures and representing different religions and ethnic groups.
- Ensuring that every student has an equal opportunity to benefit from the academic and extra-curricular programmes of the school.
- Providing students and staff opportunities to engage in international interaction, such as the Model United Nations and international educational visits.
- Introducing curriculum content which promotes an understanding of diversity, such as IGSC Global Perspectives.

## Behaviour and Ethos

The values that underpin our school ethos are embedded in our behaviour policy and provide support for our commitment to DEI. They are:

- Trust and Friendliness
- Teamwork and Understanding
- Tolerance of others
- Patience with others
- Caring for others and objects
- Diversity of thought and culture
- Honesty to ourselves and others
- Respect for each other and ourselves
- Autonomy, individuality, being our own person
- Co-operation with others to enable us all to succeed



Through our pastoral programme, school assemblies and gatherings, and most importantly, through our actions and interactions with others, we constantly strive to reinforce these values. We recognise that staff have a key role to play in setting the standard for student's expected behaviour with respect to these values and we expect our staff to conduct themselves professionally and in accordance with the values stated.

### Our commitment to students with health conditions and impairments

At the RiverBank School we recognise that some of our students will have health conditions and impairments, whether physical or mental health issues, that may affect their capacity to take part in different aspects of our programmes. We are committed to constantly improving the quality of our provision and the standard of our facilities to enable all such students to derive full benefit from all aspects of our programmes.

### Policies

This policy on DEI links closely with our Equal Opportunities Policy, which sets out clear guidelines for the recruitment process. At The RiverBank School we recruit staff on the basis of merit, regardless of age, ethnicity, gender or religious affiliation.

We have zero tolerance of bullying, harassment or discrimination in any form. Our Equal Opportunities, Behaviour, Staff Disciplinary and Whistleblowing Policies provide guidelines on how we tackle incidents of bullying, harassment or discrimination.

Our Safeguarding and Child Protection Policy outlines our commitment to ensuring that every child remains safe and has the same level of protection, regardless of material wealth, family background, gender, religious affiliation or ethnic origin.

We regularly review these policies to ensure that they cover recent changes in legislation or professional advice.