



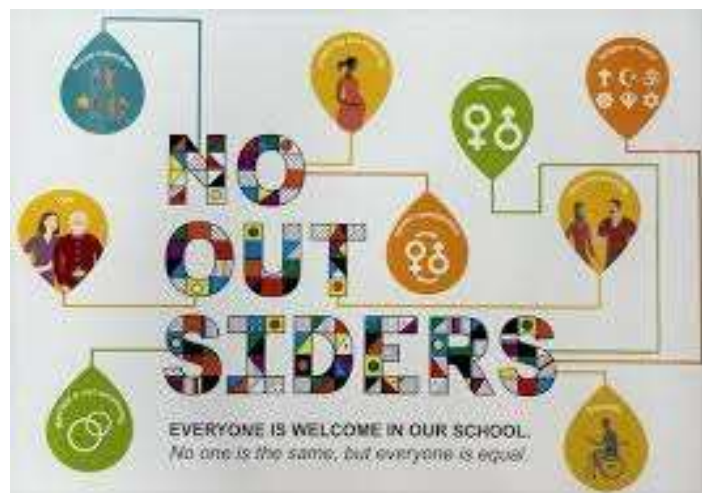
## Equality and Diversity

All Saints is a welcoming school which has embraced the ‘No Outsiders’ philosophy and ethos in both its beliefs and practice. Everyone is valued highly and tolerance, honesty, cooperation and mutual respect for ourselves and each other is a priority. We are committed to the holistic development of all who come to All Saints and provide a supportive and secure environment to facilitate this.

Staff have worked alongside pupils to ensure that the whole curriculum is broad, balanced and has both implicit and explicit opportunities to learn about the protected characteristics under UK law. We are aware that the rural location of the school could produce barriers so we organise visits to different religious buildings, school trips to a variety of places, including London, speakers to discuss issues and to share different ways of life and experiences.

One protective characteristic is highlighted per half term and students are also exposed to a variety of cultural experiences to broaden their understanding of and feeling of belonging to the wider world.

Positive relationships within the school community underpin a sense of belonging, regardless of race, colour, religion, disability, sexuality, gender and this was shown in a recent student survey. Each class has voted for a Diversity lead who meet once a half term and who are responsible for bringing items for discussion to their class. Recently, Diversity leads distributed rainbow laces to show affiliation to the LGBTQ community. They have also canvassed opinion about a Pride flag for the school and came back to report that most classes would prefer a ‘No Outsiders’ poster and sign to show that ALL people are welcome here rather than highlighting just one protected characteristic.



Through this consistent and persistent emphasis on equality and diversity throughout All Saints, we wish to see our vision of a community where:



- there are 'No Outsiders'
- any forms of discrimination are challenged and dealt with quickly and efficiently
- barriers to access, participation, progression, attainment and achievement are removed
- understanding and acceptance of diversity is actively promoted
- all voices towards progress are equal