

## Code of Conduct for School Communities

We recognise that discrimination, inequality and exclusion are an issue at all levels in society. Our commitment to anti-racism for example, is part of our wider commitment to equality and inclusion as a whole.

All individuals have a responsibility within schools to safeguard and ensure opportunities for all. Our commitment is to create an inclusive culture whereby all have the ability to thrive.

This code of conduct serves all members of the school community; staff, students, parents and governors.

### Key Principles

1. We are intentionally inclusive in our systems, processes and behaviours
2. We are all responsible for our words and actions, irrespective of intention
3. We must show empathy, respect and consideration for others at all times
4. We recognise we are all on a journey and will learn from our mistakes

### Our Commitment

1. We work hard to be an anti-racist institution
2. We provide our community with opportunities to learn, engage and build empathy
3. We will not accept any form of discrimination and will demonstrate this in our behaviours
4. We will regularly review and reflect on our practice to create an inclusive culture
5. We will adopt an open and honest culture, valuing feedback and being transparent with our progress.
6. We will embrace uncomfortable conversations and enter them with kindness and an open mind