



Loughborough Grammar School

Policy Title: Diversity Policy

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Approved By: DJB

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Point of Contact (Reviewer): AJD

Diversity Policy

Loughborough Grammar School welcomes a diversity of cultures, backgrounds, faiths and beliefs. As a school we nurture an ethos and environment where all are valued and where a wide range of views is respected. This embraces a culture that enables all who work, teach, study and learn in the school to review their practices and behaviour, to have the confidence to build on prior experiences and to make appropriate changes.

The school is committed to dealing with incidents involving racism (including prejudice and stereotyping), racial harassment, and racist name calling in an appropriate and fair manner.

Principles

The school is committed to:

- investigating and addressing incidents of racism;
- ensuring action to support victims of racism;
- ensuring existing school policies address inappropriate behaviour around racism and other discriminatory practices;

Practice

We use the curriculum, where appropriate, to teach inclusion, tolerance and equal opportunities to encourage students to respect and understand cultural diversity. In particular, there are opportunities through the PSHE programme, School, Year and House assemblies to prepare the young people in our school to meet their responsibilities as citizens. We promote racial harmony, prepare students for living in a diverse and increasingly multi-cultural society and specifically address racism and other forms of discrimination. Within this context the school will continue to teach students the difference between acceptable and non-acceptable behaviour and the need and benefits of respecting each other and themselves.

We celebrate diversity within the school through:

- religious assemblies for a number of different faiths, which includes visiting speakers;
- highlighting the significance of religious days and festivals;
- the study of world religions through a compulsory Religious Studies curriculum;
- ensuring a diverse mix of students is represented on student groups such as the School Council and the Senior Prefect body
- holding regular school events such as charity fund raising schemes.