

## **Our Commitment to Equality and Diversity: Making Stormont House School an unbiased environment for staff, students, families, and the wider community**

We know that every individual carries with them their own unconscious bias. We also understand the risk of acting on assumptions without checking them.

As a staff and governor team we want

- to start every interaction with the **mindset ‘all behaviour is communication’**
- a culture where staff are encouraged to **reflect and check their own biases**, and where staff have a **common language and approach to safely challenging bias** when they see it in others.
- **to share and celebrate**; our similar experiences as well as our differences.
- to see **representation** of diversity across all levels of the school, including senior leadership and governors
- internal and external **recruitment** to attract a wide range of diversity in applicants
- to make sure every child sees themselves in the **curriculum**, to celebrate aspirational figures who represent our diverse school community
- **depth of analysis when it comes to data**; using that analysis to check our biases
- to build **trusting relationships with our parents and our community**; we want our interactions to start from a positive place

These aims inform our specific Equality and Diversity action plan, as well as being guiding principles for other action plans linked to the School Development Plan.

Our Equality and Diversity Action Plans fall under the Staff Wellbeing priority of our School Development. The impact of the plans is monitored and evaluated by Governors’ Resources Committee and the School Health, Safety & Wellbeing Committee, which includes the Trades Union H&S Rep and the Staff Governor.

Katie Foster  
Deputy Head, Learning & Development

### **Headteacher commitment/ A commitment from Hackney headteachers**

As Hackney Headteachers, we jointly affirm our full commitment and continued action to the best possible safeguarding of every child in our care, ensuring a safeguarding first approach always applies.

We know that we have already been doing work to eliminate racism in our schools but recognise that there is much work to be done. We recognise that Black and Global Majority children face racism in Hackney and beyond: we are committed to and will act on taking forward anti-racist practice.

In Hackney we are ambitious, caring and inclusive in working for every child. As educationalists we will work jointly, with our children, their families, our staff and with other professionals, particularly with our Black and Global Majority stakeholders, in building on the strong work already in our schools, towards being a beacon of excellence in inclusion and anti-racism.

We are committed to revisiting staff training and guidance to ensure that all staff:

- feel confident that their duty to safeguard the children in our care comes above any other need,
- understand, and are able to counteract, any assumptions or actions that may lead to children being treated unfairly or unjustly
- are able to act to protect children in crisis as if they were our own, seeking senior leader support if needed.

We are committed to supporting and challenging each other to ensure this happens.

Kevin McDonnell,  
Headteacher