

Bellevue EDI Statement

This statement and the strategy which follows is led by the CEO and the Education Committee but it is owned by everyone. It sets out Bellevue's principles and our direction of travel to secure positive action. The conversations that arise in bringing this strategy to life, may challenge us and may make us uncomfortable, an open and honest discussion will drive the journey from where we are now to where we want to be.

As a group of schools working across the UK and international boundaries we serve and reflect a vibrant and diverse community. We celebrate the differences between us and we delight in this diversity. It makes us strong, it makes us unique and it makes us special. The commitments in this statement are made to everyone connected with us – our staff, our pupils, our parents and carers and our communities.

Equality, diversity, and inclusion (EDI) are core to the values of Bellevue and Leaders, without exception, must lead by example and embody inclusive behaviours and governance. Bellevue is committed to promoting EDI within our own organisation and across our schools. The fundamental goal of equality is to raise awareness leading to actions that ensure all individuals are treated equally and as a path to equity and justice, in a society that is respectful and accepting of difference so that we can find common ground through fairness. EDI in education is paramount for both students, teachers, families and communities

Core Principles

We understand that each of us is unique and that valuing and embracing these differences brings new ideas, perspectives and learnings - which make us collectively stronger. The belief that everyone connected with us must be equally valued and treated fairly is central to the group promise that **'Together we can'**

In the context of this statement,

'Equality' means treating people fairly, ensuring they have equal opportunity to achieve their desired outcomes, and eliminating discrimination. Young people need to have an understanding of equality and human rights. This knowledge helps them to understand how they should be treated and how to treat others.

'Diversity' is concerned with representation and valuing individuals for the perspectives they have to offer. Successfully teaching and raising awareness of diversity works to highlight individual characteristics and traits that make people unique rather than different. When children are taught to respect diversity, they gain knowledge and understanding that can help them to improve relationships, tackle prejudice, and make positive decisions throughout their lives.

'Inclusion' means ensuring that everybody has a voice and a means to participate, which may involve making reasonable adjustments to our usual processes. We want all members of your school community to share a sense of belonging in both the school and the wider community. This will help each individual to feel respected as an individual and to respect one another. This feeling of mutual respect makes it easier for students, and other members of the community, to participate in school life fully.

In Schools

Across schools the goal is to create a safe place without prejudice – where students have the opportunity to thrive and all students are equal regardless of their identity. Through promoting equality and educating children about EDI, schools create a safe environment for students to challenge, discuss, explore, and form lasting values, morals, and opinions. Instilling young students with positive and open-minded attitudes, prepares them for the challenges and opportunities within modern society. Equality and fairness within and across the organisation is an ongoing priority for us so that we are all thriving individuals, experiencing and playing equal parts in our school communities. Core to our Strategy 2025, our responsibility is to build an organisation which truly values equality and fairness. This applies fully to all members of our community children, staff and families.

Within our strategy we will work to ensure that

- every child and young person, is proud of who they are and believes that they can and will achieve;

- every member of staff is supported to develop themselves and feel a true sense of belonging within the organisation and that regardless of their role;
- every parent and carer feels that their contribution is valued and welcomed in our schools;
- all feel included and their voice listened to

Our Commitments

We will do this through:

Ensuring pupils will be provided with quality learning experiences where they feel known, understood and cared for by their staff. Their backgrounds and experiences will be embraced in schools, and will experience a curriculum that will expose them to a wide range of opportunities within and outside of the classroom, which reflect an accurate picture of modern Britain, the World and history. This curriculum will be supported by diverse voices, where all pupils can see themselves and their families reflected. They will all access a rich and diverse educational experience which broadens and enlivens their perspective and supports each and every one of them to achieve their very best. They will take with them these positive experiences, continuing to be ambassadors for equality, diversity and inclusion.

Enabling our staff to be strong role models whose influence can be life long and life changing. It is critical for our pupils that we attract and retain great people and that our workforce reflects the diversity that we value in our communities. We will enable and empower staff to work collaboratively – building on their strengths and working in a climate of trust. We will engage with a wide range of organisations to support the delivery of our programmes.

Working with parents and families to foster positive relationships. By working in partnership we can more effectively support the progress of our pupils. We want every parent and carer to feel that they are welcome, and welcomed, into our schools. Again, it is important for us to understand our parents' perspective and we will, on a regular basis, hear from them on what it is like to communicate with our schools and how this experience can be better.

Making our schools part of their local communities, being outward facing and engaging fully with our community. This may include attending community events, working with local community organisations and inviting members of our community into our schools. We will embrace partnership working with others who are able to support and develop us in bringing this statement to life now and in the future.

We will be proactive in addressing these through

- implementation of transparent policies, practices, and procedures
- appropriate training, development and experiences of all parties involved
- promoting these principles across the curriculum
- challenging any non-inclusive views held by anyone within the school and wider community.

We model what we value and in so doing, establish our culture. Our behaviours and how we communicate with each other are central to this. Whatever position we hold, we should feel empowered to challenge any action which undermines this commitment. We will, on a regular basis, seek to understand from pupils, staff and parents what it is like to be part of the Bellevue family of schools.