

Stowe



Equality & Inclusion



WELCOME

At Stowe, we believe that everyone should be treated equally. We want our community to be safe, caring and inclusive, without prejudice or discrimination of any kind. We believe that to be Change Makers we must have a culture of continuous improvement, striving always to be our best.

As a community we ensure that our values and ethos are clear and that we work to address any inequality or discrimination that exists, so that non-discriminatory values permeate every aspect of School life. Our community does not tolerate behaviour that fails to uphold our values. We believe in tolerance, inclusion and welcoming pupils and staff from a wide variety of backgrounds, believing that no one should feel unwelcome because of who they are or where they come from.

This approach infuses everything that we do and most importantly influences how we deliver a balanced curriculum which promotes a culture of awareness and understanding. We ensure that the curriculum across all age groups develops pupils with a strong understanding of equality

and inclusion. We believe that to educate Change Makers we must promote a culture of respect and tolerance, and we must empower our pupils to be positive agents for change.

In tumultuous times where deep divisions in the world have been sharply exposed, we reiterate our commitment to promoting equality and to understanding of different backgrounds. We stand with individuals and organisations who work to eradicate racism, discrimination and inequality. We want everyone to feel valued as an individual so that everyone can be open and honest without fear of reprisals. It is our responsibility to find creative ways to effect positive change within Stowe and we are committed to the conversations and the actions that will follow.

HEAD OF EQUALITY & INCLUSION

Rebecca Clark, Faculty Chair Arts and Culture and Director of Drama is Head Equality of Inclusion. With a background working in this field both as an actor, theatre practitioner and educator, and with her own lived experience to draw from, Rebecca's role involves identifying and working to overcome all forms of discrimination whether on the basis of religion, race, ethnicity, gender or sexuality.

Rebecca is leading a School-wide commitment to tackle racism and raise racial literacy among Staff and pupils, while promoting greater inclusivity in Staff recruitment. Rebecca is working with colleagues and academic departments to make representative decisions regarding their curriculum and teaching methodologies. Beyond this, Rebecca's role includes working with all Staff within the Stowe community, and through training and support, ensuring that our expectations are embraced across every area of School life.

Rebecca is working alongside the Equality and Inclusion Committee, the Head of PSHE, the Group Director of People, the Head of International Pupils, the Head of Skills, the Director of Marketing and Admissions and the Parents' Committee, to ensure that there is a School-wide approach to inclusion.

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OUR INCLUSIVE COMMUNITY & TACKLING DISCRIMINATION

By taking the following actions we will make sure our community is inclusive:

Resources

- Publish a Glossary/Definition of Terms to educate Staff and pupils and provide our community with a shared language with which to engage in informed conversation. The glossary will be kept under review.
- Create an online space for resources, materials and recommended reading about equality and inclusion.

Education & Training

- Raise racial literacy in pupils and Staff through a programme of training, to enable our community to identify how discrimination manifests itself, so that everyone has the tools to tackle racism.
- Ensure Staff and pupils understand what racism and discrimination look like, so they can identify it in their own and others' behaviour.
- Work with the Head of Staff Development and Welfare to programme staff INSET on Equality and Inclusion.

Recording & Reporting

- Build on our existing reporting structures and sanctions, to enable Staff and pupils to feel supported in calling out racism and discrimination. Ensure that we have robust reporting structures to deal with incidents of racism and discrimination, so they can be recorded and acted upon when reported.
- Ensure all incidents of racism and discrimination are reported and followed up.
- Uphold the equality and inclusion monitoring framework, which is overseen by the Governing Body Pastoral Committee.
- Use data to track behaviour.

Culture

- Encourage a culture where we are tolerant and understanding of one another's misperceptions, misunderstandings and discomfort around the subject of race and equality.

Working Together

- Foster healthy relationships amongst pupils to ensure that equality and inclusion is embedded in our community.
- Feature commitment to Inclusion and Equality in our Change Makers vision, in Change 100 and in the Stoic Charter.
- Work with the partners on the site, SHPT and the NT, to address Stowe's complex and challenging history.
- Work with members of our community, particularly those who have encountered any prejudice.
- Provide mentorship for Staff who would like to develop their awareness and understanding of issues relating to race and ethnicity.
- Work with pupils including those on the Equality & Inclusion Action Group, the Head Boy and Head Girl, Prefects, including Diversity Prefects and pupils in Social Societies and History Society to run assemblies and talks on Equality and Inclusion.
- Provide a forum for pupils past and present who have experienced racism or discrimination to discuss their experiences.

Access

- Work with relevant stakeholders to achieve greater inclusivity among our Staff and the Governing Body, to make sure we are doing everything to represent the society which we serve and in which we operate our business.
- Promote the Change 100 programme and our Equality and Inclusion programme with state schools, Multi Academy Trusts (MATs), local authorities, charities and other organisations to encourage applications from a diverse range of children.

We are Change Makers

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