

Equality and Inclusion Policy

Equality, Respect, Belief

Here at Darlington Academy we celebrate the richness of diversity within everyone and place positive value on diversity in our community. We empower our children to respect and appreciate what makes them different in terms of age, gender, sexual orientation, ethnicity, religion, national origin, disability and education.



Cultural development within the academy allows for the exploration of these differences in a safe, positive and nurturing environment. It means understanding one another through the value of tolerance and to ensure we truly embrace our differences. We know that each individual brings with them a diverse set of views, life experiences, religious and cultural differences. Together, we learn to respect and value each other's backgrounds. Everyone is culturally and socially accepted – everyone belongs here.

"B for belonging – Help to make our school a caring and welcoming place".

"Belonging is a sense of being somewhere where you can be confident that you will fit in and where you feel safe in your identity, in this changing world." NEU



As members of the Darlington Academy community, we believe we play a vital role in taking positive action to make sure everyone feels welcome, safe and included. Together, we develop a sense of place, belonging; opening the minds and hearts of others; contributing to the development of a 'wise' democracy. We promote fairness and equality and challenge discrimination and stereotypes.

We put belonging into action, making sure that equality and inclusion makes a difference.

We promote and model mutual respect. We foster good relationships between people and getting to know each other – knowing me, knowing you.

We seek to further promote and raise awareness of diversity through our curriculum, sharing experiences, engaging in deeper days and events; such as Black History Month, e-safety day and Anti-Bullying week, as well as sharing our vision and achievements – being proud of our individuals, past and present and looking towards a bright future.

Our pledge

We will not tolerate offensive slurs or actions towards other people who are unique in their own way

We will accept all religions and faiths and treat them equally

We will celebrate the differences of everyone

We will educate ourselves about the different cultures of everyone, particularly those within our community

We will be curious and inquisitive about the identities of our community

We will learn the correct pronunciation of everyone's name and not expect them to change it

We will include everyone, irrespective of their ability; equality is key

We will challenge racism when we see or hear it

We will be aware of hidden disabilities and treat them with respect and kindness

We see all disabilities as different abilities



We will accept everyone and make them feel comfortable in their own skin



We will respect everyone's beliefs and decisions, even when we don't agree

What is Equality?

Equal chances for everyone
Question and challenge
Understanding
Acceptance of ALL
Learning about other cultures
Identity-our own and others
Tolerance – Treating everyone with kindness and respect
Yourself – be your best self

What is Respect?

Racism out
Equality in
Support each other
Politeness
Everyone is allowed an opinion
Community values
Tolerance of all faiths and beliefs

What are our Beliefs?

Be kind
Equal chance for everyone
Listen to the opinions of others
Include everyone
Everyone enjoys school
Fairness
Support each other