

Equality, Diversity, Inclusion & Belonging Charter

Thriving through freedom and safety to express

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Introduction

Introduction from Principal Assistant Headteacher & Head of Sixth Form

We have an outstanding community of staff and sixth formers at Kings Langley Sixth Form who welcome and recognise that we live in a community comprising of a range of individuals, all of whom bring different ideas, cultures, histories and religions. At Kings Langley Sixth Form, we believe that our community should be a place where everyone feels valued and respected, to feel safe to express themselves, where they are experience happiness and the sense of belonging.

Having an equality, diversity and inclusion policy is not just about fulfilling our legal obligations or statutory duty but about ensuring that at the foundation of our culture is ensuring that all people, irrespective of their background, fulfils their potential and that we dismantle discriminative barriers to personal success and fulfilment.

We recognise that the world is an every-changing place and we will readily review our practices and procedures in order to respond to these changes. At Kings Langley Sixth Form, we are proud to work in collaboration with our students, parent(s)/carer(s), staff, and external bodies and organisations as part of this process.

This charter does not replace any part of our equality, diversity and inclusion policy but it stands as a firm commitment to represent all of our community.

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Our EDI&B Values

In line with our sixth form values and wider character education foundation, we hold the following values in this charter:

Accountability

Empowerment

Integrity

Tenacity

Responsibility

In order to achieve a culture of inclusion and belonging, in which everyone acknowledges and understands how diversity enriches our cultural and societal capital, we outline the foundations of our charter in four commitments:

Commitment A – Raise awareness through engagement, celebration and education.

Commitment B – Be proactive in providing education on current affairs that allow young people to empathise in the context of matters in contemporary society as opposed to focusing purely on historic events.

Commitment C – Use restorative practices that address incidents of racism, discrimination, prejudice and hate to educate perpetrators and support victims

Commitment D – Ensure that our sixth form champions **equity** so that we are better at resolving disadvantages.

These actions are embedded in our sixth form improvement strategy with explicit actions identified. Impact is measured, evaluated and reflected upon in order to identify opportunities for continuous improvement.



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Our EDI&B Charter Commitments

We commit ourselves to creating a culture where we support protected characteristics, intersectionality and inclusion as a whole. This charter is designed to communicate the values and commitments that we, the whole sixth form community (students and staff), pledge our responsibility to achieve.

The following commitments have been agreed through student voice, collaboration between the student and staff body, and in partnership with representatives from organisations and bodies who champion equality, diversity and inclusion.

Our 10 commitments:

1. **Equity** - We believe in fairness of opportunity and experience to support positive outcomes for all.
2. **Responsibility** – Our sixth form ensures that everyone has a responsibility and is accountable for their actions.
3. **Belonging** – Our sixth form believes that everyone belongs here; everyone is welcomed to our community.
4. **Wellbeing** – We care about people’s physical, mental and emotional wellbeing and understand that it is unacceptable to exclude people.
5. **Voice** – all members of our community have the right to have a voice and contribute to our sixth form.
6. **Respect** - To treat all members of our community with respect, both as individuals and communities.
7. **Value** – our sixth form values the social and cultural capital that diversity brings to our community so that people feel valued.
8. **Support** – we recognise the value of supporting each other so that everyone can reach their potential.
9. **Empowerment** – we believe in empowering people to stand up for themselves and each other
10. **Representation** – Ensure that minority members of our sixth form community are represented through greater representation.

