

Equality, Diversity & Inclusion

Radnor House is committed to making our school as inclusive as possible, and to exploring the ways in which we can support all pupils to ensure equality within our community.

Radnor House is a welcoming environment that aims to make all staff and pupils feel like they belong so that they can thrive. As a school we stand up to discrimination of all kinds, and put our core values of courage, excellence, perseverance and respect, at the heart of everything we do. We work hard to establish a sense of unity and inclusivity, and our commitment to this is outlined in our 'Equality, Diversity and Inclusivity' statement:

"At Radnor House we are committed to creating an inclusive culture where every member of our community has the right to be known and respected as their full, authentic self, regardless of race, ethnicity, religion, gender, sexual orientation or disability. This inclusive approach will be genuinely upheld if day by day each of us helps to create a compassionate and supportive environment, one in which each individual feels valued, able to be themselves and are free from any form of intimidation. We do not accept any form of discrimination and will demonstrate this in our behaviours, in the way that we view and treat others and the way that we challenge inequality and discrimination as active and supportive bystanders and allies.

We are aware of the ways in which the experience of members of our community will differ depending on their characteristics. We recognise that discrimination and inequality exists at all levels of society, and that, as a school, we have a responsibility to actively challenge these issues, and to instil awareness in our students. We understand that we learning is a journey, and that evaluating our own mistakes is an effective way to create meaningful change.

We will approach everything, even difficult conversations, with kindness and an open mind. Our core values of courage, excellence, perseverance and respect, guide us in our constant evolution. Although conversations may be challenging, and sometimes uncomfortable, we embrace any opportunity to learn and grow collectively. We recognise that we are all responsible for our words and actions, and we will strive to always call out, or call in, behaviour and language which is unkind or discriminatory. We will always celebrate diversity, and seek to learn from those whose experiences differ to our own."

Overseen by our Head of Equality, Diversity and Inclusivity (EDI), we are developing an expanding EDI action plan which will be embedded into all areas of school life. We are building upon the strong foundation of support and openness that is already a part of our ethos, and putting the experience of our students at the centre of a movement that also includes our staff, parents and the wider school community.

We are continuing to strengthen the links between our comprehensive Reflections curriculum through conversations related to equality and diversity. We have established a number of 'Safe Space' groups to support members of our school who are part of the LGBTQ+ community, or who have experienced gender-based discrimination. We are developing a calendar of inclusive events and celebration days to raise awareness of the myriad of voices that need to be heard, including International Women's Day, Neurodiversity Week, and LGBTQ+ History Month.