



Winslow Church of England School

How the Equality, Diversity and Inclusion Policy is Shared and Made Accessible

The Equality, Diversity and Inclusion Policy is widely shared to ensure it is accessible, understood and used by all members of the school community.

- **Full version** of the policy is published on the school website and is available on request in paper format from the school office.
- **Staff access:** All staff are made aware of the policy through induction, regular training, and staff meetings. The policy is also referenced within related policies such as Behaviour, Anti-Bullying and Staff Code of Conduct.
- **Governor access:** Governors receive the full policy and are involved in its monitoring and review.
- **Parent and carer access:** Parents and carers are signposted to the policy via the school website and are informed of its key principles through school communications and related policies.
- **Pupil-friendly versions:** Key messages from the policy are shared with pupils in age-appropriate language through assemblies, PSHE lessons, classroom discussion and the behaviour and anti-bullying curriculum.
- **Summary documents:** Key principles and expectations are reinforced through linked policies, school values, and visual displays around the school.
- **Accessibility and inclusion:** Reasonable adjustments are made to ensure the policy is accessible to all, including support with understanding the policy where required.
- **Translations and formats:** Where needed, support is provided to help families understand the policy, including alternative formats or explanations on request.

Through these varied methods and formats, the school ensures the policy is accessible, embedded in daily practice, and understood by pupils, staff, parents, governors and visitors.