

SJA Inclusion and Diversity Policy

This is a policy of the St Joseph's School (Redhill) Association at St Joseph's Catholic Primary School in Redhill (SJA).

Purpose

The SJA is committed to creating an inclusive, respectful and equitable environment for all members of our school community. We believe diversity strengthens our collective voice and enhances our ability to support students and families.

This policy will be reviewed annually by SJA committee to ensure it continues to support both the organisation and its volunteers effectively.

Scope

This policy applies to all PTA activities, communications and decision-making processes. It includes PTA members, school staff, parents/carers and volunteers.

Key principles

- **Respect and dignity:** We treat all individuals with kindness and respect regardless of race, ethnicity, religion, gender, age, ability, sexual orientation or socioeconomic background
- **Open participation:** We actively welcome and encourage participation from every member of our community. Meetings and events will be held in accessible spaces and communicated clearly to all members
- **Celebrating diversity:** We promote events and activities that celebrate the various cultures, experiences and viewpoints within our school community
- **Inclusive decision-making:** We strive to ensure diverse voices are heard and considered in all PTA initiatives and decisions
- **Ongoing learning:** We commit to learning about unconscious bias, inclusive practices and ways to foster a more equitable environment