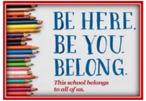
We want to keep you, our Riverside Community fully informed and included. We believe that representation matters and we want our school to represent and reflect us all.

Belonging at Riverside School





We want to hear your voices. What would you like us to focus on or do more of as a school? Inclusion@riverside.bromley,sch.uk

Our Belonging journey began as a response to the tragic murder of George Floyd on May 25th 2020. At Riverside School we reflected on our role and on our response. We acknowledged that we do not live an equal society and that many people face prejudice and discrimination every day - whether open or hidden, deliberate or inadvertent - because of their race, faith, gender, sexuality, age, disability, or other aspects of their identity. We felt we had a collective responsibility as a whole school and as individual members to do more to celebrate diversity and promote inclusion, and more than that to create a culture and climate of 'Belonging'.

We wanted to share with you some of the things that we have implemented on our Belonging journey so far and to invite you to share with us anything that you think we could still improve upon. **This is our School** and we hope you feel it is a place where your child and you are fully reflected and celebrated and that you feel a true sense of belonging and connection to. Where everyone who enters through our doors can be their true selves; "you" in all of your uniqueness, beauty and glory.

We placed Belonging firmly at the heart of our newest School Development Plan. **Pledge 9** - 'We will campaign tirelessly with, and for our pupils and their families to amplify the voices of disadvantaged and marginalised communities and create a society which is more equal, just and fair.' **Pledge 10** - 'We will promote inclusion and

The Riverside Way

The Riverside

celebrate diversity in all its forms to ensure that everyone in our school community feels a true sense of belonging.'

We rewrote our **Equalities Statement** to reinforce our commitment, strengthen our practice, document what we have collectively done so far and proudly share our planned next steps and priorities. You can find our new Equalities Statement on our School Website.

We created four Staff **Belonging Groups** to help us to actively keep all protected characteristics in mind in everything that we do. Helping us to look through other lenses, reminding us that reflection and representation matters and guiding us to provide an environment in which everyone feels valued, seen, heard and that they truly belong:

- Belonging Family & Community Engagement
- Belonging Staff Engagement
- Belonging Physical Environment & Curriculum
- Belonging Recruitment

We updated our **Family Welcome Packs** with belonging in mind. We established a **Translator** list, to match staff members to family members, where languages are supported and shared. We created **diverse and inclusive resources** on all school sites; skin tone crayons, skin tone plasters, a diverse range of dolls, books and Sensory Stories to represent our community and beyond. Our Leadership team and Key Staff completed **Race Charter Training**.

All of our staff took part in our **Belonging Conference Day** and Belonging Staff Meetings (Including Unconscious Bias, Intersectionality). We revamped our **recruitment processes** to ensure further reach.

Curriculum and Displays on all sites were reviewed with reflection and representation in mind.

Diversity Library's were established on each site.

We held a **Bring Yourself Day** for staff and pupils where we learnt so much from each other.

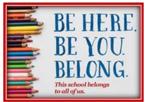




We adopted the mantra "Be Here. Be You. Belong." For us, this articulates our shared commitment to create a school culture where everyone feels seen, heard, valued, able to contribute and truly belong.

Belonging at Riverside School





For us...

Diversity is like being invited to a party,

Inclusion is being asked to dance,

'Belonging' is dancing like no one's watching.

Bringing To Our Attention. We invited you, our families, to share any special days and events with us, to enable us to incorporate as many different celebrations and special days to continue to learn more about each other and to recognise and celebrate the diversity within our Riverside Community and beyond. We were able to include Black history Month, LGBTQIA+ History Month, Eid Mubarak, St Patrick's Day, Chinese New Year, Valentine's Day, Holi Festival, Mother's Day, Shrove Tuesday, World Down Syndrome Day, Gypsy, Roma and Traveller History Month as well as many more.

We created personalised calendars for all of our pupils to take home, which included Celebration and Festival dates, to help you know what is coming up and the range of celebrations and festivals that our wider community

share.







We are working towards gaining both the **Race Charter** and **EQUALITY, DIVERSITY AND INCLUSION QUALITY MARK**. We are excited about where this will take us and how much more it will allow us to do.

Staff made a personal **Belonging Pledge** as part of their Professional Learning Plans and, in September, will be invited to make an **Ally Pledge**, we think it will be incredibly powerful to see everyone's contributions. We will send out more information and invite you, our families to pledge with us, if that is something you would like to do:

I am a member of the Riverside School Community; I am an Ally

To show my commitment to tackling discrimination and to help create a culture of **Belonging** at our school in which Equality, Diversity and Inclusion is celebrated,

I pledge...

- To give respect to all regardless of gender, race, ethnicity, religion, disability or sexual orientation.
- To take responsibility for helping to create a positive and inclusive environment in which diversity is celebrated.
- To take positive action to be inclusive and to stand up against any form of discrimination.
- To continue to educate myself and others.

Tomorrow, on Thursday 21st July 2022, we will be proudly sharing with you a very special whole school project that has been a year in the making; a video involving all of our pupils (who are able to be featured) and staff, a video to represent and reflect our community and to share our collective Belonging message and commitment. We hope you like it, it is for us all, our school, our community, our world. **Be Here. Be You. Belong.**

