

# DIVERSITY

## Defined.

# V

## for Varying needs

### Build care, connection and confidence

To provide a whole-school environment that supports every child, different strategies must be developed to allow everyone, whatever their need, to flourish.

At our school we strive to support all children, driven by creating a sense of 'family' with three hooks – to build care, connection and confidence. We strongly believe this can be achieved in five simple steps:

#### **Invest in a solid team**

This will give staff the ability to tailor their approach according to the needs of their pupils. With strong recruitment and training, ensuring new teachers are supported and work closely with experienced teachers, and regular staff development meetings, all staff will have the opportunity to set out different roles and responsibilities. They will see that catering for all children's needs is a team effort, that they can ask for advice, discuss any strategies that aren't working and highlight what resources or training is needed.



Written by **Marie Beale**  
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## School environment

Ensure wherever possible, your environment is planned to maximise a sense of calm, clarity and low sensory arousal. Any routines are set out carefully and all staff trained to communicate and listen carefully, and seek to enable children to access whole class teaching with their peers and appropriate support as much as possible.



**have increased the time they spend working with parents to support pupils with the pastoral issues they face\***

\*Pearson School Report - April 2022.

## Review your systems

Consider all your pupils strengths and what support they need. Don't approach this from a deficit model looking at difficulties alone, build a 'pyramid of need' which looks at a child's attendance, home context, progress, wellbeing and SEN. Think about systems that help collate and share information, internally and externally with professionals who your students may be working with. Together with regular staff meetings, this will allow you to look at change at both the level of an individual child and strategically across the school.

## Attachment and trauma

Don't forget about attachment and trauma, supporting all staff, families and children who may have a background of trauma. It's vital to ensure no assumptions are made.

## Equity

This is fundamentally important – ensure all children are supported and build a culture where everyone gets what they need, not the same offer!

**Get involved** by sharing your thoughts on what diversity in education means to you.

Tag **@PearsonSchools** and use:

**#DiversityDefined**