

theHammond

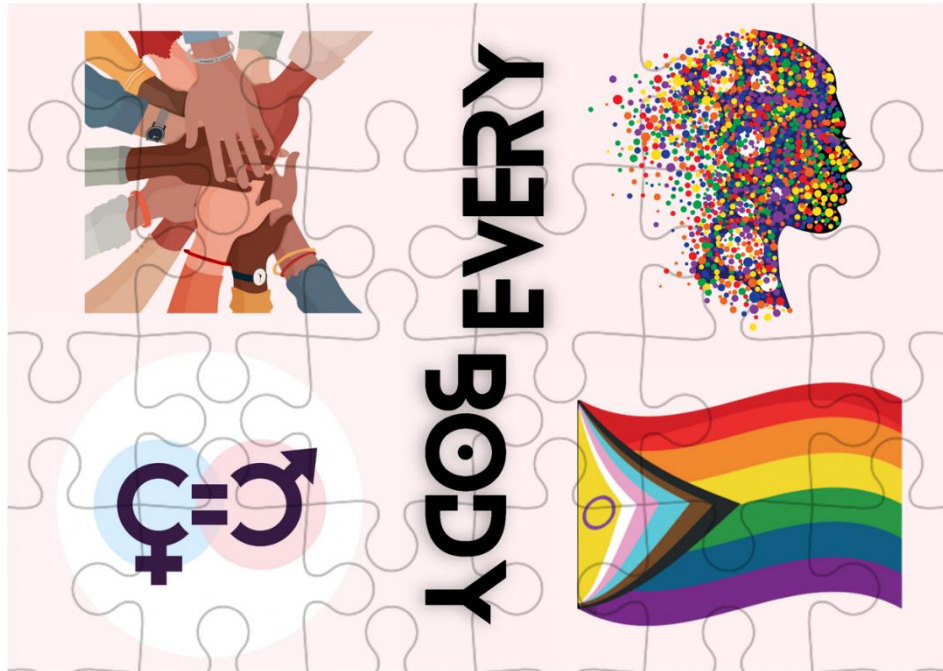
EVERYBODY MISSION STATEMENT

2023-24

THE HAMMOND SCHOOL LTD., MANNINGS LANE, CHESTER, CH2 4ES

Telephone: 01244 305350 | Web: www.thehammondschool.co.uk | Email: contact@thehammondschool.co.uk

The Hammond School Limited is registered in England and Wales Number 838325. Registered office is above. Charity Number 1022427 incorporating the Betty Hassall Foundation. The school is accredited by the I.S.A and C.D.E.T. and is a member of the B.S.A and I.S.I.



The Hammond fully supports the holistic development of all children, young people, staff, and stakeholders.

To respond and progress The Hammond has created the Every Body Movement, an all-encompassing philosophy that challenges discrimination, prejudice, stereotypes and disadvantage in a journey to create equality, equity, balance, and progress, thereby enabling all members of The Hammond community and beyond to thrive and take their place as responsible and thoughtful members of the international community.

The four key priorities of Every Body are:

- Diversity
- Identity
- Gender Balance
- My Body

Diversity

By identifying unconscious bias, challenging stereotypical views and conventional notions of race and ethnic background, The Hammond aspires to:

- Attract higher numbers of non-white students and staff
- Retain higher numbers of non-white students and staff
- Create a more inclusive and representative curriculum
- Explore and celebrate the journey of non-white performers
- Enhance student and staff awareness through working with outside agencies, especially during PSHE days
- Create an inclusive and welcoming community by adapting traditional uniform requirements
- Develop leadership skills of students to challenge injustice
- Seek guidance from Hammond patron in a constant process of self-reflection

Identity

By identifying unconscious bias, challenging stereotypical views and conventional notions of sexual identity, The Hammond aspires to:

- Create a more inclusive and welcoming community by removing gender-specific uniform
- Create a more inclusive and representative curriculum, including one that explores the journey of LGBTQ+ rights
- Explore and celebrate the journey of LGBTQ+ performers
- Display visible signs of acceptance around the school site
- Enhance student and staff awareness through working with outside agencies, especially during PSHE days
- Develop leadership skills of students to challenge injustice

Gender Balance

By identifying unconscious bias, challenging stereotypical views and conventional notions of gender, The Hammond aspires to:

- Ensure all educational materials and displays promote full gender equality
- Equalise the perception of male and female teachers by the levelling of titles used to address staff
- Use gender neutral language
- Provide opportunities for female students and female staff to develop leadership skills
- Enhance student and staff awareness through working with outside agencies, especially during PSHE days
- Educate all students and staff to prevent sexual harassment and associated behaviours, and to challenge such behaviours if witnessed

My Body

By identifying unconscious bias, challenging stereotypical views and conventional notions of body image, The Hammond aspires to:

- Start conversations, from induction day onwards, on the topic of body image, including advice about how to access support
- Have consistency of practice, including non-negotiable prohibited language and body neutral language
- Include positive affirmations, mindfulness and breathing techniques through form time, lessons, and displays
- Create displays that celebrate performers who live with mental health issues
- Adapt uniform and timetables to create a more inclusive learning environment
- Adapt curriculum provision to ensure more discussion regarding nutrition and healthy lifestyles

Policy Details

This Page Should Not Be Published

Document Owner:	J ROSCOE
Document Input:	SLT
Document Sources:	DFE
First Created Date:	JULY 2022
Last Update Date:	AUGUST 2023
File Location of Original Policy:	SHAREPOINT

Approver	HR COMMITTEE
Role	BOARD OF DIRECTORS
Last Approval Date	AUGUST 2023
Next Review Date	AUGUST 2024