



PTA Inclusion and Diversity Policy

Purpose

Panshanger PTA 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.

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

These model policies do not constitute legal advice or attempt to cover all situations that your association may require. We recommend that you use these model policies as a starting point to develop policies that cover your precise needs and situation. These policies are based upon our best interpretation of current guidance that has been provided by a range of sources. We will endeavour to update these policies regularly with any relevant changes.

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Policy review

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

Signatures

Approved and adopted by the committee of **Panshanger PTA**:

Name: _____
Position: _____
Signature: _____
Date: _____

Name: _____
Position: _____
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