



Partner Pledge

You hereby affirm your commitment to fostering an inclusive and equitable school community which values diversity, promotes allyship, upholds the principles of being a positive participant in the community, where a sense of belonging pervades all aspects of school life.

This pledge serves as guidance towards upholding these values and principles as a Paul Canoville Foundation School Partner.

Pledge Terms

1. Allyship

1.1. Definition

Allyship is an active and intentional practice of supporting and advocating for individuals or groups who face discrimination or marginalisation. You will encourage all students and school staff to be allies and stand against injustice.

1.2. Training and Education

You will provide regular training and educational opportunities to enhance allyship skills among your school community. This includes workshops, seminars, and resources to promote understanding and solidarity.

1.3. Supportive Environment

You will actively work to create a supportive environment where individuals feel safe to express their identities and share their experiences. Reporting mechanisms for incidents of discrimination or bias will be established, and appropriate action will be taken.

2. Community

2.1. Active Engagement

You will encourage your school population to actively engage in civic responsibilities and contribute positively to the community. This includes participating in community service, volunteering, and promoting civic education.

2.2. Responsible Conduct

All students and staff are expected to conduct themselves responsibly and ethically, both within and outside your organisation. You will also act to challenge behaviours that violate the principles of being a good member of the community.

3. Belonging

3.1. Diversity Statement

You are committed to embracing and celebrating diversity in all its forms. You recognise that a diverse and inclusive environment fosters innovation, creativity, and a sense of belonging for all members.

3.2. Equal Opportunity

You will ensure equal opportunity for all of the students and staff, irrespective of any protected characteristic. Discrimination and bias will not be tolerated in any aspect of your organisation's activities.

3.3. Equality

You will uphold the principle of equality, ensuring that all your school population have equal opportunities, rights, and access to resources. Discriminatory practices will be actively identified and rectified.

3.4. Equity

You recognise that individuals have different needs and will deliberately and proactively adjust your policies and practices to ensure that

everyone, regardless of their historical circumstances, has an equal opportunity to succeed.

3.5. Inclusion

You will make an active effort to promote inclusion, by eliminating discrimination and stereotyping through celebrating differences and promoting awareness about the great talents of people with all abilities and differences.

4. Implementation and Monitoring

4.1. Implementation

You will establish a dedicated committee or task force responsible for the implementation of this charter. This group will develop action plans, monitor progress, and regularly report on your commitment to these principles.

4.2. Review and Revision

This pledge will be subject to periodic review to ensure its effectiveness and relevance. Amendments may be proposed and adopted as needed to reflect the evolving needs and understanding of its core principles.

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Signature:

Full name:

Position:

Date: