

PTA Inclusion and Diversity Policy

Purpose

Friends of Bletchingley Village Primary School (FOBS) 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
- **Inclusive decision-making:** We strive to ensure diverse voices are heard and considered in all PTA initiatives and decisions

Policy review

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

Policy Approval

Approved and adopted by the committee of FOBS in February 2026.

Next review: November 2026