



EQUALITY, DIVERSITY AND INCLUSION POLICY v 1.1

Purpose of the policy

The purpose of this policy is to:

- Ensure equality, fairness and respect for all members of the School community, including all pupils, staff and volunteers.
- Protect against unlawful discrimination, as defined in the Equality Act 2010, against individuals with the protected characteristics of:
 - disability
 - gender reassignment
 - pregnancy or maternity
 - race
 - religion or belief
 - sex
 - sexual orientation
- Provide a learning environment where all individuals see themselves reflected and feel a sense of belonging
- Prepare pupils for life in a diverse society
- Include and value the contribution of all families to our understanding of equality, diversity and inclusion
- Provide positive, non-stereotyping information about different groups of people regardless of gender, ethnicity, disability, sexual orientation, religion and age
- Make EDI a thread which runs through all areas of School life

Introduction

Town Close School is committed to ensuring that EDI is at the very heart of our culture and community. We are dedicated to eradicating discrimination and ensuring that every member of the Town Close community feels respected, valued and supported.

Roles and Responsibilities

EDI Link Governor	Ruth Ripman	rripman@townclose.com
Head	Nick Tiley-Nunn	head@townclose.com
EDI Lead	Rebecca Alexandre	preprepdep@townclose.com

The Governing body will:

- Ensure that the objectives set out in this statement are published and communicated throughout the school, including to staff, pupils and parents
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the headteacher

The EDI link governor will:

- Meet regularly with the designated member of staff for EDI to discuss any issues and how these are being addressed
- Attend appropriate EDI training
- Report back to the full governing board regarding any issues relating to EDI

The Headteacher and EDI Lead will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Meet regularly with the EDI link governor to raise and discuss any issues
- Identify any staff training needs, and deliver training as necessary

All Staff

It is the responsibility of all staff to:

- Be vigilant in all areas of the school for any type of harassment and bullying
- Deal effectively with all incidents from overt name-calling to the subtler forms of victimisation caused by perceived differences
- Identify and challenge bias and stereotyping within the curriculum and in the School's culture
- Promote a positive, collaborative and inclusive culture across all areas of school life.

Policy Aims

This policy aims to ensure that:

- all pupils and staff have an equal opportunity to achieve their full potential
- the school environment is one where prejudice of any kind is challenged and where relationships are based on the values of respect, dignity and kindness.
- pupils leaving the school are prepared for global citizenship: empowered to lead with understanding and act in a way which embraces the diversity of global society.

Legal Framework

We embrace our duties under the Equality Act 2010 to foster respectful and dignified relationships amongst the school community, and to ensure that there is no discrimination against members of the community on the grounds of their protected characteristics. We also welcome our duty under the DENI strategy for school improvement, Every School a Good School, 2009. The British legal framework reflects international standards of human rights, as expressed in the Human Rights Act 1998, the UN Convention on the Rights of the Child, and the UN Convention on the Rights of People with Disabilities.

Definitions

For the purposes of this policy, Town Close School defines:

- EQUALITY as ensuring that every individual has an equitable opportunity to make the most of their time whilst within our community.
- DIVERSITY as recognising people's differences and embracing the beauty and power of those differences.
- INCLUSION as a community where all are valued and respected and where none feel marginalised.

Equal Opportunities

Pupils: the School will not discriminate against, harass, or victimise a pupil or potential pupil whether through the admissions process, the education we provide, or by excluding them or subjecting them to disadvantage. The school welcomes disabled pupils and has an Accessibility Plan to ensure that, where possible, reasonable adjustments are made for all current and prospective pupils.

Staff: the School is committed to ensuring that equal opportunities principles are implemented and monitored for staff. Appointments and promotions are made based on merit and ability and in compliance with the law. We are committed to increasing the

diversity of our staff to reflect the diversity of the pupil body. The School will seek to ensure that all staff are treated with dignity and are not subjected to discrimination in the workplace.

Discrimination

We are committed to ensuring that no member of our community experiences:

DIRECT DISCRIMINATION – where a person is treated less favourably than others in comparable circumstances because of one or more protected characteristics.

INDIRECT DISCRIMINATION – where a person is at a disadvantage because provision, though equally applied, fails to account for a specific need they may have because of their protected characteristic.

VICTIMISATION – where a person who may have brought a complaint in respect of discrimination is then treated less favourably as a result.

HARASSMENT – where a person's personal safety and dignity is violated by a hostile environment created by a person or persons reacting to their protected characteristic.

Awareness, Development and Implementation

The School aims to ensure that EDI is embedded into all areas of School life by:

- Promoting tolerance, friendship and understanding of protected characteristics through different aspects of the school curriculum. All Heads of Department are asked to consider EDI when planning for their departments.
- Promoting EDI in assemblies, form group meetings and bird family meetings.
- Working with our local community. This includes inviting leaders of local faith groups to speak at assemblies, and organising school trips and activities based around the local community
- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. For example, our school council has representatives from different year groups and is formed of pupils from a range of backgrounds. All pupils are encouraged to participate in the school's activities, such as sports clubs. We also work with parents to promote knowledge and understanding of different cultures

Monitoring and Review

Staff observations and feedback will form an important part of monitoring.

Careful review of data collected by the school can also be used to monitor inclusion, equality and diversity and to inform future planning and decisions.

Last reviewed December 2024

Next review December 2025