



Elstree School

Equality, Diversity and Inclusion (EDI) Policy

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Person responsible for Policy: RP Responsible Governor: Emma McKendrick

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Elstree School is a Company Limited by Guarantee No 690450 (England)

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Introduction

Elstree School's Equality, Diversity and Inclusion (EDI) Policy relates to all the protected characteristics covered under the Equality Act 2010 as well as other aspects which have the potential to discriminate against or to devalue any individuals within our community. We embrace the aim of working together with others to improve our pupils' educational and wellbeing outcomes

Protected Characteristics

The Equality Act defines nine protected characteristics, of which the following are potentially applicable to the school community (pupils, staff and governors) are:

- Disability
- Sex
- Gender reassignment
- Race
- Pregnancy and maternity
- Religion or belief
- Sexual orientation
- Age (as an employer, but not applicable to pupils)
- Marriage and Civil Partnership (as an employer, but not applicable to pupils)

Even though gender identity is not a protected characteristic, those who identify with a gender different from their sex at birth must be regarded as vulnerable and provided with appropriate support.

Overall aims of our Equality, Diversity and Inclusion Policy

- To eliminate discrimination, harassment and victimisation
- To promote equality of access whether onsite or through remote learning
- To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, sexual orientation, cultures, faiths, abilities and ethnic origins

Our vision statement about Equality, Diversity and Inclusion

Elstree seeks to foster welcoming and respectful environments, which allow us to question and challenge discrimination and inequality, resolve conflicts peacefully and work and learn free from harassment and violence. We recognise that there are similarities and differences between individuals and groups, but we will strive to ensure that our differences do not become barriers to participation, and we recognise that equality cannot necessarily be achieved by treating everyone the same. We seek to ensure an environment which respects through our safeguarding and prevent, anti-bullying and promoting positive behaviour policies all those with protected characteristics.

Policy Commitments

Promoting Equality, Diversity and Inclusion: Curriculum

We aim to provide all pupils with the opportunity to succeed. To achieve this, we will ensure:

- Curriculum planning reflects a commitment to Equality, Diversity and Inclusion;
- The curriculum prepares pupils for life in a diverse society and uses opportunities to reflect the background and experience of pupils and families at Elstree and in the wider community;
- There will be appropriate opportunities in the curriculum to explore concepts and issues related to identity and Equality, Diversity and Inclusion;
- The promotion of attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language wherever it occurs;
- The use of images and materials which positively reflect a range of cultures, identities and lifestyles.

We are committed to an ever-evolving curriculum. Elstree strives to teach one that covers topics that are current in the world around us. For example, in History Lessons and PSHE.

Promoting Equality, Diversity and Inclusion: Achievement and Personal Development

We have high expectations of all our pupils regardless of age, gender, ethnicity, ability, social background and sexual orientation. To secure the best possible outcomes we recognise that:

- Adults at Elstree will be expected to provide good, positive role models in their approach to all issues relating to equality of opportunity;
- It is important to identify the particular needs of individuals and groups within the School and to use targeted interventions to narrow gaps in achievement and to ensure that all pupils maximise their personal development.
- A range of teaching methods are used throughout Elstree to ensure that effective learning takes place at all stages for all pupils;
- All pupils are actively encouraged to engage fully in their own learning.

Promoting Equality, Diversity and Inclusion: Elstree's Ethos and Culture

All members of the Elstree community aim to reflect the Christian ethos and family values of our school, fostering mutual respect between all members of the Elstree community.

- We strive to achieve a feeling of openness and tolerance which welcomes everyone to our school;
- The displays around the school reflect diversity across all aspects of Equality, Diversity and Inclusion and are frequently monitored;
- The school's physical facilities (changing rooms, dormitories, toilets, etc.) accommodate our Co-Educational needs.
- Reasonable adjustments will be made to ensure access for pupils, staff and visitors (including parents) with disabilities (this not only includes physical access, but takes account wider access to school information and activities);
- Provision is made to cater for the cultural, moral and spiritual needs of all children through planning of assemblies, PSHE lessons, classroom based and off-site activities;
- Provision is made to cater for the particular religious, dietary, language, gender and cultural needs of pupils;
- Pupils' views are actively encouraged and respected and there are regular opportunities to engage with pupils about their learning and life at Elstree;
- Positive role models are used throughout Elstree to ensure that different groups of pupils feel welcomed and included.

Promoting Equality, Diversity and Inclusion: Staff Recruitment and Professional Development

- New and vacant posts (but not necessarily promotions) may be advertised internally and, in most cases, externally.
- All those involved in recruitment and selection are trained and aware of what they should do to avoid discrimination to ensure equality of opportunity;
- Equality, Diversity and Inclusion policy and good practice is covered in staff inductions;
- Employment policies and procedures are reviewed regularly to check conformity with legislation and the impact of policies is kept under regular review.

Promoting Equality, Diversity and Inclusion: Countering and Challenging Harassment and Bullying

- Elstree School counters and challenges discriminatory behaviour and this is made clear to staff, pupils, parents, guardians, governors, visiting teachers, external contractors and visitors;
- Elstree has a clear, agreed procedure for dealing with prejudice related bullying incidents and has a nominated member of staff responsible for recording and monitoring incidents

Responsibility for the Equality, Diversity and Inclusion Policy

All members of the Elstree's community have a responsibility for promoting Equality, Diversity and Inclusion.

The Governing Body:

The Governing Body has responsibility for ensuring that:

- Elstree complies with all equalities legislation relevant to our community;
- Elstree's Equality, Diversity and Inclusion Policy is maintained and updated regularly;
- Any actions, procedures and strategies related to the Equality, Diversity and Inclusion Policy are implemented.
- The Governors and the Headmaster are informed of any incidents relating to this Policy

The Headmaster:

The Headmaster, who may delegate to the Senior Leadership team or be supported by Elstree's Equality, Diversity and Inclusion Co-ordinator, has responsibility for:

- In partnership with the Governing body, providing leadership and vision in respect of Equality, Diversity and Inclusion;
- Overseeing the implementation of the Equality, Diversity and Inclusion Policy;
- Ensuring that all who enter the School are aware of, and comply with, the Equality, Diversity and Inclusion Policy;
- Ensuring that staff are aware of their responsibilities;
- Ensuring that staff are given relevant training and support;
- Ensuring that they are kept up to date with any development affecting the Policy or actions arising from it;
- Taking appropriate action in response to any prejudice-related incidents.

All Elstree staff have responsibility for:

- The implementation of the School's Equality, Diversity and Inclusion Policy and to be fully aware of and support the Equality, Diversity and Inclusion Policy and how it relates to them;
- Working with Elstree's Equality, Diversity and Inclusion Co-Ordinator to ensure the aims and objectives of Elstree's Equality, Diversity and Inclusion Policy are supported and adhered to;
- Dealing with incidents of discrimination and knowing how to identify and challenge bias and stereotyping;
- Ensuring they do not discriminate on grounds of ethnicity and culture, gender, disability, sexual orientation or other groups vulnerable to discrimination;
- Making known any queries or training requirements.

Pupils at Elstree will:

- Be expected to act in accordance with the Equality, Diversity and Inclusion Policy
- Be encouraged to actively support the Equality, Diversity and Inclusion Policy.

Parents, carers and guardians will:

- Have access to the Equality, Diversity and Inclusion Policy through a range of different media appropriate to their requirements;
- Be encouraged to actively support the Equality, Diversity and Inclusion Policy;
- Be informed of any incident related to this Policy which could directly affect their child/ren.

Visitors, visiting teachers, sports coaches and external contractors will:

- Be aware of Elstree's Equality, Diversity and Inclusion Policy and practice;
- Be expected to act in accordance with the Policy.

Failure to comply with the Equality, Diversity and Inclusion Policy

External job applicants who feel they have been subject to unfair discrimination can make a complaint directly to the Bursar (non-teaching staff) or to the Headmaster (teaching staff).

Employees who feel they have been treated unfairly in accordance with this Policy can raise the issue either with their line manager, Head of Department, or in accordance with the School's Grievance

Procedure. If it is believed that the Headmaster is involved employees should approach the Chair of the Governing Body via the Clerk to the Governor's office. If it is felt that a satisfactory response to a concern has not been provided, employees should approach the Chair in the same way.

Employees who are alleged to have committed an act of unfair discrimination may be liable to disciplinary action in accordance with the School's Disciplinary Procedure. Any individual or organisation working with Elstree but who are not directly employed by the School who commits an act of unjustified or unlawful discrimination, or allows discrimination to occur without taking appropriate action, may find their relationship with the school ends.