

## Carrdus School

### Equality, Diversity and Inclusion Policy

#### Rationale

Carrdus School is committed to providing a mutually respectful environment, where everyone can thrive and meet their full potential. We seek to provide a safe and happy environment where all can flourish and where diversity is celebrated.

Our Equality, Diversity and Inclusion Policy applies to staff, pupils, parents/carers and visitors to the school and aims to ensure that no-one is treated less favourably on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. Carrdus School adopts a zero-tolerance policy in relation to discrimination on the basis of any of these protected characteristics.

Any behaviour, comments or attitudes (including 'banter') that undermine an individual's self-esteem on these grounds will not be tolerated, in line with Carrdus School's Anti-Bullying Policy. We aim to provide equal access to high-quality educational opportunities and to ensure that everyone feels they are a valued member of the school community.

#### Objectives

Carrdus School aims to:

- provide a secure environment in which all our pupils can thrive, feel valued and achieve all of the outcomes of Keeping Children Safe in Education;
- provide a learning environment where all individuals see themselves reflected and feel a sense of belonging;
- make reasonable adjustments to make the learning environment available to those with disabilities in line with our Accessibility Plan;
- prepare pupils for life in a diverse and inclusive society in which everyone can take their place in the local, regional, national and international community, including through our PSHEE curriculum;
- provide and promote positive non-stereotyping information about the diversity of our society;
- ensure that we maintain a fair recruitment process in line with our Recruitment Policy and that all employees are treated fairly and with respect;
- actively challenge discrimination and disadvantage across the school community and ensure we learn from these experiences;
- promote, develop and embed equality of opportunity for all members of the school community through all our activities.

#### Success criteria

A successful Equality, Diversity and Inclusion policy will meet these objectives through:

- the appointment of an EDI Coordinator who will steer the work of the EDI Group;
- using the work of the EDI Group to embed a school culture which reinforces the importance of embracing difference and equality of opportunity;
- ensuring that the curriculum and co-curriculum promotes diversity and inclusion in both content and examples used;
- ensuring that all members of the school community act in accordance with the principles of this policy.

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### Implementation

To achieve these aims we will:

- involve members of the community in the development, review and evaluation of all relevant improvement plans, policies and procedures;
- publish and share our policies and progress with the whole community;
- collect and analyse data, for example admissions data, to monitor potential disadvantage amongst the pupil body;
- help to overcome potential barriers to learning by providing for diverse learning needs and styles, including SEND needs and/or disabilities;
- provide for pupils' diverse needs to overcome any potential barriers to learning;
- make provision in the wider school curriculum to promote and celebrate diversity;
- operate a clear zero tolerance policy towards abusive or discriminatory behaviour.

### Monitoring

Inclusion cannot be realised without the involvement and commitment of all members of the school community. The Governors and Senior Management Team have responsibility for ensuring that Carrdus School operates within the legal framework for equality and for implementing the policy throughout the school.

The implementation of this policy and embedding inclusion into Carrdus School's culture is led by the EDI Coordinator. However, each member of the school community is responsible for preventing discrimination, embracing diversity and upholding equality of opportunity.

### Governors' Responsibilities

It is the Governors' responsibility to:

- positively role-model inclusive behaviour and practice;
- ensure that the school complies with equality legislation;
- ensure that the school's policy and procedures are monitored for effectiveness;
- be involved in dealing with serious breaches of the policy.

### Head's Responsibilities

It is the Head's responsibility to:

- ensure implementation of this policy and its procedures;
- ensure that all staff are sufficiently aware and trained within equality, diversity and inclusion;
- actively challenge and take appropriate action in any cases of discriminatory practice;
- have procedures in place to deal effectively with any reported incidents of discrimination, victimisation or harassment;
- ensure that all visitors and contractors are aware of, and comply with, this policy.

### Staff Responsibilities

It is the responsibility of all staff to:

- positively role-model inclusive behaviour and practice;
- actively challenge any forms of discrimination, victimisation, harassment or bullying, including 'banter';
- promote an inclusive curriculum, identify and challenge bias and stereotyping within the curriculum and in the school's culture;
- commit to broadening their knowledge, confidence and inclusive behaviour by attending relevant training and accessing information from appropriate sources.

This policy refers to all sections of Carrdus including EYFS

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### **Evaluation**

The effectiveness of the policy will be reviewed annually in the light of the success criteria.

### **Review**

The policy will be reviewed by the Senior Management Team every three years or at more frequent intervals if there are any relevant legislative changes, and/or the evaluation of the policy highlights the need for a review.