



## Equality, Diversity and Inclusion Policy

### Rationale

At Cheam School, our commitment to Equality, Diversity, and Inclusion (EDI) encompasses all aspects of our community, addressing both protected characteristics as outlined in the Equality Act 2010 and other potential sources of discrimination or marginalisation. Our aim is to cultivate an environment where collaboration enhances the educational and well-being outcomes of all individuals.

### Protected Characteristics:

We uphold the principle of valuing each individual equally, fostering an atmosphere of tolerance, honesty, cooperation, and mutual respect. Our commitment extends to nurturing the holistic development of every person within a supportive, secure, and innovative setting. Our curriculum ensures equal opportunities for all and aligns with the nine protected characteristics defined by the Equality Act 2010, applicable to our school community, including pupils, staff, and governors:-

- Disability
- Sex
- Gender reassignment
- Race
- Pregnancy and maternity
- Religion or belief
- Sexual orientation
- Age (for staff only)
- Marriage and Civil Partnership (for staff only)

While gender identity is not explicitly protected, we recognise the vulnerability of individuals who identify differently from their birth sex and endeavour to provide appropriate support.

### Objectives of our Equality, Diversity, and Inclusion Policy:

- To eradicate discrimination, harassment, and victimization
- Facilitate equal access to education both onsite and through remote learning
- To foster positive attitudes towards diversity while cultivating healthy relationships among individuals of varied backgrounds, genders, sexual orientations, cultures, faiths, abilities, and ethnicities.

### Vision Statement:

Cheam School aspires to create inclusive and respectful environments conducive to questioning and challenging discrimination and inequality, resolving conflicts peacefully, and engaging in learning and work free from harassment and violence. While acknowledging both similarities and differences among individuals and groups, we endeavour to ensure that diversity does not serve as a barrier to participation, recognising that equality may require tailored approaches rather than uniform treatment. Through our safeguarding measures, we reinforce our commitment to respecting individuals across all protected characteristics.

### Policy Commitments Promoting Equality, Diversity, and Inclusion:

**Curriculum:** We are dedicated to providing all pupils with opportunities for success by:

- Incorporating Equality, Diversity, and Inclusion principles into curriculum planning
- Preparing pupils for life in a diverse society and reflecting their backgrounds and experiences

- Offering curriculum content that addresses identity-related concepts and issues
- Promoting attitudes and values that celebrate diversity and challenge discriminatory behaviour
- Utilising imagery and materials that positively represent diverse cultures, identities, and lifestyles

### **Achievement and Personal Development:**

We hold high expectations for all pupils and recognize that:

- Staff serve as positive role models for equality of opportunity
- Tailored interventions address the specific needs of individuals and groups to narrow achievement gaps
- Diverse teaching methods facilitate effective learning for all pupils
- Active pupil engagement is encouraged in their own learning process

### **Ethos and Culture:**

Our school community reflects the Christian ethos and family values, fostering mutual respect by:

- Cultivating an open and tolerant atmosphere
- Displaying diversity in school displays and monitoring inclusivity
- Ensuring Co-Educational facilities accommodate diverse needs (changing rooms, dormitories, toilets etc)
- Making reasonable adjustments to facilitate access for individuals (pupils, staff and visitors )with disabilities
- Catering to cultural, moral, and spiritual needs through various activities and PSHCE
- Respecting and encouraging pupil perspectives
- Provision is made for particular religious, dietary, language, gender and cultural needs of the children
- Utilising positive role models to foster inclusion

### **Staff Recruitment and Professional Development:**

We ensure equality and inclusion in recruitment and staff development by:

- Advertising new and vacant posts internally and externally
- Providing training on Equality, Diversity, and Inclusion during staff induction
- Regularly reviewing employment policies for compliance with legislation

### **Countering and Challenging Harassment and Bullying:**

We actively combat discriminatory behaviour by:

- Communicating a zero-tolerance policy to all stakeholders
- Implementing clear procedures for addressing prejudice-related incidents
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### **Responsibility for the Equality, Diversity, and Inclusion Policy:**

All members of the Cheam community share responsibility for promoting Equality, Diversity, and Inclusion, with specific duties outlined for the Governing Body, Heads, Staff, Pupils, Parents, and Visitors.

### **Non-Compliance:**

External job applicants who feel that they have been subject to unfair discrimination can make a complaint directly to HR or to the Head. 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, HR 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 Cheam 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.

Through these commitments, we affirm our dedication to fostering an inclusive and equitable environment where every individual is valued and respected

Policy Owners

Staff: Deputy Head Pastoral and Head of Compliance and HR  
Governors: Pastoral and Wellbeing Sub-Committee

Latest Reviews

Staff Policy Owners: September 2024  
Compliance: October 2024  
Board of Governors: November 2024