EQUALITY, DIVERSITY AND INCLUSION POLICY

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Authorised by | ***Senior Leadership Team***

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Kew House School Equality, Diversity and Inclusion Policy

This policy, which has been created to align with the requirements of Keeping Children Safe in Education (KCSIE) 2025, reflects Kew House School's core values of nurturing, community, and individual attention. It outlines our commitment to fostering a safe, inclusive, and respectful environment where every member of our community—pupils, staff, parents, and visitors—feels valued and can thrive, free from discrimination, harassment, or prejudice.

1. Our Commitment to Equality, Diversity, and Inclusion

Kew House School is committed to fulfilling its legal duties under the Equality Act 2010. We oppose all forms of unlawful and unfair discrimination and will take proactive steps to promote equality and diversity across all aspects of school life. Our aim is to eliminate discrimination, advance equality of opportunity, and foster good relations between all individuals and groups.

This policy applies to all members of our community and encompasses the nine protected characteristics defined by the Equality Act 2010:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

We recognize that our community's diversity is a strength and we will actively celebrate it through our curriculum, events, and daily interactions.

2. Roles and Responsibilities

Everyone at Kew House School has a responsibility to promote a culture of equality and respect.

- The Proprietor and Headmaster are responsible for ensuring the effective implementation of this policy, providing staff with relevant training, and taking appropriate action in response to any incidents of discrimination.
- The Designated Safeguarding Lead (DSL), and their deputies, will ensure that all safeguarding concerns related to a pupil's protected characteristics are handled appropriately, in line with KCSIE 2025 and our school's safeguarding policies. This includes addressing prejudice-related bullying and hate incidents.
- All Staff are expected to model inclusive behaviour, challenge prejudice and stereotyping, and report any concerns or incidents to the appropriate person. Staff will receive regular training on safeguarding, including updates on how to identify and address issues related to protected characteristics.
- Pupils are responsible for treating others with respect and dignity, challenging prejudice, and understanding the school's expectations for behaviour as outlined in our school policies.
- Parents and Carers are expected to support the school's ethos and policies, refraining from any discriminatory behaviour and promoting positive attitudes toward others.

3. Promoting Inclusion Through Our Curriculum and Ethos

Our curriculum and school ethos are designed to promote a deeper understanding of diversity and inclusion.

- Curriculum: We will use our curriculum, including our Individuals in Society (IS) course, to educate pupils about different cultures, histories, and perspectives, including the roots of racism and other forms of prejudice. We will ensure our teaching materials and resources are diverse and inclusive.
- Pastoral Care: Our unique pastoral care system, which includes a personal tutor for every pupil, ensures that each child is known and supported as an individual. This one-on-one attention helps us to quickly identify and address any issues related to bullying or discrimination.
- Preventing Harm: In line with KCSIE 2025, we are committed to providing a safe online environment. We will teach pupils to identify and challenge online harms, including misinformation, disinformation, and conspiracy theories. Our filtering

and monitoring systems are designed to protect pupils from exposure to harmful online content.

- Recruitment and Staffing: We are committed to an inclusive recruitment process to ensure our staff body reflects the diversity of our pupil population and the wider community. All staff will receive ongoing training to ensure they understand their responsibilities under this policy.

4. Responding to Incidents

Kew House School has a zero-tolerance approach to discrimination, harassment, and prejudice-related bullying.

- All incidents, including "low-level concerns," will be taken seriously and investigated promptly.
- Staff must report all incidents to the DSL, who will record them and, where appropriate, take further action.
- Incidents of bullying or discrimination will be addressed through our behaviour policy, and appropriate sanctions will be applied.
- We will work with all parties to ensure a resolution and provide support to those who have been affected.

5. Gender questionning

Kew House School understands the unique challenges faced by pupils who may be questionning their own identity. This may be - but not restricted to - gender identity and requests to be called by a preferred name. This does not include nicknames.

Where request are made for the school to use preferred names and pronouns, unless changed by deedpoll, the pupil's legal name will appear on all official documentation, including external examination certificates and school reports.

Either the DSL or member of the pastoral team will speak with the pupil to ascertain further details on the nature of - not the reasons for - the request being made. The school will endevour in all cases to ensure parents/guardians are aware of the request, unless doing so poses a risk to the pupil. The delicate management of such requests will be carried out on a case-by-case basis with the best interests of the pupil at the centre of all decisions.

In all cases, the pupil will be signposted to relevant support should they wish to access it.

6. Monitoring and Review

This policy will be reviewed annually to ensure its continued effectiveness and compliance with the latest statutory guidance, including any new updates to KCSIE. We will gather and analyse data on bullying and prejudice-related incidents, as well as feedback from pupils, staff, and parents, to inform our future equality objectives and action plans.