EQUALITY, DIVERSITY AND INCLUSION (EDI) POLICY including EYFS

1. Statement of Commitment

At Holy Cross Preparatory School, we are committed to fostering a culture in which every child, member of staff, parent and visitor is treated with dignity, respect and fairness.

At Holy Cross Preparatory School, our commitment to equality, diversity and inclusion is rooted in the Gospel values of love, dignity, compassion and service. We believe that every person is uniquely created in the image and likeness of God and is therefore of equal dignity and worth. We seek to build a community where every child is known, valued and enabled to flourish as the person God created them to be.

The school welcomes pupils, families and staff from diverse backgrounds and seeks to ensure that all members of the community are treated with respect and dignity. We do not tolerate unlawful discrimination, harassment or victimisation and are committed to fulfilling our responsibilities under the Equality Act 2010.

We recognise the inherent dignity of every human person, created by God and loved by God. Our commitment to inclusion requires that every member of the community is treated with respect, compassion and fairness, while our teaching remains faithful to the teachings of the Catholic Church.

Our aim is to create a school where:

- Equality of opportunity is promoted.
- Diversity is recognised and celebrated.
- Inclusion is embedded in everyday practice.
- Differences are respected.
- Discrimination, harassment and victimisation are not tolerated.
- Every member of the school community experiences a genuine sense of belonging, where each person recognises that they are valued and loved by God and others.

As a Catholic school, our commitment is rooted in the belief that every individual is created in the image of God and possesses equal dignity and worth.

2. Scope

This policy applies to:

- Pupils
- Prospective pupils
- Parents and carers
- Staff
- Trustees
- Volunteers
- Contractors
- Visitors

The policy applies to all aspects of school life including:

- Admissions
- Teaching and learning
- Curriculum provision
- Assessment
- Pastoral care
- Behaviour management
- Educational visits
- Extra-curricular activities
- Recruitment and employment

3. Legal Framework

This policy is informed by:

- Equality Act 2010
- Human Rights Act 1998
- Children Act 1989 and 2004
- SEND Code of Practice
- Independent School Standards Regulations
- Keeping Children Safe in Education
- Working Together to Safeguard Children
- Statutory Framework for the Early Years Foundation Stage (EYFS)

The school actively promotes respect for individuals who possess any protected characteristic and seeks to foster understanding and positive relationships across all groups within the community. The school recognises and respects the protected characteristics identified within the Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Holy Cross Preparatory School affirms the dignity and worth of every person. Respect for individuals is unconditional. Where matters of belief, relationships or identity arise, teaching will be delivered sensitively, age-appropriately and in accordance with both the Equality Act 2010 and the teachings of the Catholic Church.

4. Definitions

Equality
Ensuring that individuals are treated fairly and have equal access to opportunities.

Equity
Recognising that some individuals may require additional support, adjustments or resources to achieve comparable outcomes.

Diversity
Recognising, respecting and valuing the differences that make individuals unique.

Inclusion
Creating an environment where everyone feels welcomed, respected, represented and able to participate fully.

Belonging
Ensuring all members of our community feel accepted, valued and connected to school life**.**

5. Commitments

Holy Cross Preparatory School will:

Promote Equality

We will:

- Provide equal access to educational opportunities.
- Make reasonable adjustments for pupils with disabilities.
- Remove barriers to participation where possible.
- Ensure fair treatment in admissions and recruitment.

Celebrate Diversity

We will:

- Reflect diverse experiences within the curriculum.
- Promote understanding of different cultures, faiths and traditions, whilst maintaining and celebrating the distinctive Catholic character of the school.
- Encourage pupils to appreciate and learn from difference.

Foster Inclusion

Inclusion means that every person is welcomed, respected and loved as a child of God. While our educational provision is rooted in Catholic teaching, we warmly welcome pupils and families of all faiths and none and seek to build a community characterised by mutual respect, understanding and kindness.

We will:

- Create an environment in which every pupil feels safe and respected.
- Encourage participation from all pupils.
- Ensure that no child feels disadvantaged because of a protected characteristic or additional need.

Challenge Discrimination

We will not tolerate:

- Discrimination
- Harassment
- Victimisation
- Bullying motivated by prejudice
- Derogatory language or behaviour

Such incidents will be addressed promptly and appropriately through the school's behaviour, safeguarding and complaints procedures.

6. Living our Mission

We aim to model Gospel values in all aspects of school life by:

- Treating every individual with dignity and respect.
- Encouraging understanding and compassion towards others.
- Celebrating the diversity of God's world.
- Challenging prejudice and injustice.
- Promoting reconciliation and forgiveness where relationships break down.
- Encouraging service to others.

7. Catholic Social Teaching

Holy Cross Preparatory School recognises that Equality, Diversity and Inclusion are closely aligned with the principles of Catholic Social Teaching, particularly:

- Human dignity

- The common good
- Solidarity
- Participation
- Preferential option for the poor and vulnerable
- Rights and responsibilities
- Subsidiarity
- Stewardship
- Human flourishing

These principles guide our relationships, decision-making and educational provision.

8. Equality, Diversity and Inclusion in Teaching and Learning

We believe excellent teaching is inclusive teaching.
Teachers will:

- Maintain high expectations for all learners.
- Use adaptive teaching strategies to support access to learning.
- Recognise and respond to individual needs.
- Avoid stereotyping.
- Promote positive representation within curriculum resources.
- Identify and address barriers to learning.

The curriculum will:

- Reflect a range of cultures, perspectives and experiences.
- Promote respect, tolerance and understanding.
- Support pupils in becoming responsible global citizens.
- Encourage critical thinking about fairness, justice and equality.

Religious Education and Catholic Life

Through Religious Education, collective worship, assemblies and wider pastoral provision, pupils are encouraged to recognise the dignity of every human person, appreciate the richness of cultural and religious diversity and respond with respect, understanding and compassion.

9. Pupils' Personal Development

Through PSHE, Religious Education, assemblies and pastoral provision, pupils will learn:

- Respect for others
- Empathy and compassion
- Appreciation of diversity
- Responsible citizenship
- The importance of challenging prejudice and discrimination

The school actively promotes:

- Fundamental British Values
- Mutual respect
- Tolerance of those with different beliefs and backgrounds
- Positive relationships

10. Pastoral Care and Safeguarding

EDI is integral to safeguarding.

The school recognises that pupils who experience discrimination, exclusion or prejudice may be more vulnerable.

Staff will:

- Listen carefully to concerns.
- Respond sensitively and appropriately.
- Record incidents where necessary.
- Follow safeguarding procedures.
- Support affected pupils.

All pupils should feel confident that concerns will be taken seriously.

11. Special Educational Needs and Disabilities (SEND)

Inspired by the Gospel call to care for those most in need, Holy Cross Preparatory School is particularly committed to supporting pupils who may face additional barriers to learning, participation or wellbeing. This includes pupils with SEND, pupils experiencing disadvantage and any child who may be vulnerable to exclusion or discrimination.

The school is committed to inclusive education.

We will:

- Identify needs as early as possible.
- Implement appropriate support.
- Work in partnership with parents.
- Make reasonable adjustments where required.
- Promote participation in all aspects of school life.

Support will be guided by individual need and informed by professional advice where appropriate.

12. Recruitment and Employment

The school is committed to fair and inclusive employment practices.

We will:

- Recruit on the basis of merit and suitability.
- Provide equal opportunities in employment.
- Ensure recruitment decisions are free from unlawful discrimination.
- Promote professional development opportunities for all staff.

All recruitment procedures will comply with safer recruitment requirements.

13. Responsibilities

Trustees and Governors

Trustees are responsible for:

- Ensuring compliance with relevant legislation.
- Monitoring implementation of this policy.
- Reviewing equality-related objectives and outcomes.

Headteacher

The Headteacher will:

- Lead the implementation of this policy.
- Promote an inclusive culture.
- Ensure concerns are addressed appropriately.
- Provide staff training where necessary.

Staff
All staff are responsible for:
- Modelling respectful behaviour.
- Challenging discriminatory language or conduct.
- Implementing inclusive practice.
- Supporting a culture of belonging.

Pupils
Pupils are expected to:
- Treat others with respect.
- Value difference.
- Challenge unkind behaviour safely.
- Speak to a trusted adult if concerns arise.

14. Reporting Concerns

Concerns relating to discrimination, prejudice, harassment or exclusion should be reported to:
- A class teacher
- Assistant Head of Pastoral Care
- Designated Safeguarding Lead
- Deputy Head
- Headteacher

Incidents will be:
- Recorded where appropriate
- Investigated proportionately
- Addressed promptly
- Monitored for patterns or trends

15. Monitoring and Evaluation

The school will monitor:
- Behaviour and bullying records
- Prejudice-related incidents
- Admissions and retention information
- SEND provision
- Participation in school activities
- Pupil voice
- Parent feedback
- Staff training and recruitment processes

Monitoring helps ensure that our commitments translate into positive outcomes for pupils and staff.

The school records, analyses and reviews EDI data. Prejudice-related incidents are reviewed, including those involving protected characteristics, to identify patterns and inform preventative action.

Trustees receive a termly EDI report summarising:
- prejudice-related incidents
- complaints
- pupil voice outcomes
- SEND participation data
- Extra-curricular participation data
- progress against SDP equality objectives

The appointed trustee with responsibility for EDI creates an annual report for the trustees.

16. Equality Objectives

The school will review and publish equality objectives periodically (see Appendix 1).

17. Early Years Foundation Stage (EYFS)

In line with the EYFS Statutory Framework, Holy Cross Preparatory School is committed to ensuring that every child:

- Feels safe, valued and included.
- Has equal access to learning opportunities.
- Is supported to achieve their potential.
- Develops positive relationships with others.
- Learns to respect differences from an early age.

EYFS staff will:

- Recognise and respond to individual needs.
- Promote inclusive practice.
- Work closely with families.
- Provide an environment that reflects diversity positively and authentically.

Children will be encouraged to develop confidence, empathy and respect through everyday interactions and learning experiences.

Holy Cross Preparatory School seeks to be a community in which every person is treated with dignity, fairness and compassion. Through our Catholic ethos we strive to ensure that each child is known, valued and supported to flourish academically, socially, emotionally and spiritually.

Review

This policy will be reviewed annually by the Headteacher and Governing Board to ensure continued compliance with legislation, regulatory requirements and the school's commitment to equality, diversity, inclusion and belonging.

Last reviewed: October 2026
Next review: October 2027

Appendix 1

Obj8: To strengthen equality, diversity, inclusion and belonging across Holy Cross, ensuring that all pupils, families and staff experience a culture of respect, representation, accessibility and opportunity.
8a**:** Promote a culture of belonging and inclusion in which every pupil feels valued, respected and able to thrive.
8b: Ensure that the curriculum reflects diverse perspectives, experiences and contributions, enabling pupils to develop understanding, empathy and respect for others.
8c: Monitor and improve outcomes for vulnerable groups, ensuring that all pupils are supported to achieve their full potential.
8d: Enhance accessibility and inclusion across all aspects of school life, enabling every pupil to participate fully and confidently.