



*inspirans flammam
posteritatis*

**ROSEMEAD
PREPARATORY
SCHOOL & NURSERY**
DULWICH

**P13 - EQUITY, DIVERSITY AND
INCLUSION
POLICY**

About this Policy

Rosemead is proud of the diverse and vibrant community it leads and serves. Rosemead is committed to a culture of inclusion that celebrates diversity. This commitment is rooted in a fundamental recognition of the benefits to individuals, our school and wider society, of championing diversity.

Rosemead values differences and the uniqueness of individuals. We draw attention to bias, respect culture and celebrate **Diversity**. We believe that this leads to increased:

- wellbeing;
- confidence;
- accessibility; and
- productivity.

Equity is the quality of being fair. Rosemead believes that **Equity** is essential and we ensure fair and equal opportunities for all.

We are devoted to creating an **Inclusive** and safe environment for everyone.

Cooperation and compassion allows our community to thrive. We aim to collaborate with our community in order to broaden our children's experience and make learning accessible for all our pupils.

The Principles

Rosemead has a wholehearted commitment to the Equality Act 2010 and its principles. Under this legislation, it is against the law to discriminate against anyone because of:

- age;
- gender;
- being married or in a civil partnership;
- being pregnant or on maternity leave;
- disability;
- race including colour, nationality, ethnic or national origin;
- religion or belief;
- sex; or
- sexual orientation.

ISI 17a – Equal Opportunities

In addition, at Rosemead we:

- 1) ensure our community is an environment in which individuals are treated on the sole basis of their respective merits and abilities;
- 2) oppose all forms of unlawful or unfair discrimination as defined in the UK Equality Act (2010) on the grounds of all those protected characteristics listed in the legislation, and commit to educating our whole community on the importance of the Act; and
- 3) ensure that any form of discriminatory or bullying behaviour is treated seriously and that processes are in place to encourage reporting, ensuring swift and appropriate action is taken and due consideration is given to prevent any recurrence.

Equity, Diversity and Inclusion Lead

Rosemead has appointed an Equity, Diversity and Inclusion (EDI) Lead. The role of the EDI Lead is overseen by the Senior Leadership Team (SLT) to ensure an ongoing strategy is in place to celebrate and promote the benefits of diversity, audit and improve diversity, and build a culture of equity for all.

EDI Lead, in collaboration with all staff, will ensure that the overarching principles of this policy are being fulfilled. Any questions about the operation of this policy should be referred to the EDI Lead.

Rosemead's EDI Objectives

1. Celebrating and promoting diversity

At Rosemead, we are committed to regularly reviewing our curriculum to ensure that it is representative of and celebrates the full diversity of our community. Our curriculum is a tool for educating our community as to the benefits of diversity, the associated challenges, and the importance of equity for all.

Our curriculum will ensure pupils value diversity in its fullest sense and are educated to understand their role in promoting a culture of inclusion and one that celebrates diversity and equity.

2. Auditing And Improving Diversity

We are committed to routinely auditing our diversity as an organisation and developing an ongoing strategy for how we can improve. We are committed to better understanding barriers to equity and how they might be more effectively overcome.

3. Building a culture of equity for all

At Rosemead, pupils have all reasonable entitlement to an equal access to the curriculum, regardless of any relevant protected characteristics as outlined in the Equality Act 2010. Teaching at Rosemead will ensure that learning is accessible for all pupils.

Roles, responsibilities and rewards are allotted without regard to any protected characteristics as outlined in the Equality Act 2010.

Rosemead will ensure that discrimination or bullying will be challenged, and we will be a proud and strong voice for equity, diversity and inclusion in all its forms. Rosemead will follow its Behaviour Policy, Anti-Bullying Policy and Equal Opportunities Policy and will take appropriate action if a pupil's or member of staff's actions suggest that discriminatory behaviour has taken place.

Rosemead will ensure that all policies and practices support the principles of this policy. All policies and procedures will be regularly reviewed with consideration to the principles and obligations of this policy.

4. Staff training

Staff must attend training to:

- a. consider, clarify and develop their own perceptions of discrimination with regard to the full range of protected characteristics;
- b. identify and explore the possibility of bias and inequality in teaching, recruitment and line-management and to exchange ideas about good practice which will enable them to reduce or eliminate these;
- c. to discover, study and learn from good practice elsewhere; and
- d. learn how best to support staff and pupils with disabilities.

The induction programme for new staff will include familiarisation with the Equity, Diversity and Inclusion Policy and all staff will be trained in our obligations under the Equality Act 2010.

The EDI Leads will coordinate this training in collaboration with the SLT.

5. Staff Recruitment

P13 – Equity, Diversity and Inclusion			
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