



Pupil Equality, Equity, Diversity and Inclusion Policy (Whole School including EYFS)

Independent Day School

Our Lady of Sion School

First Edition: May 2025

Frequency of Review: Annually

Next Review Due: May 2026

1. Statement of intent

Our Lady of Sion School understands that, under the **Equality Act 2010**, all schools have a duty to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality between different groups.
- Foster good relations between different groups.
- Promote mental health and wellbeing.

Our school's overall values are underpinned by our statutory duties under the **Equality Act 2010**. We are dedicated to ensuring that every pupil receives an education that offers them the best chance at fulfilling their potential, and to promoting mental wellbeing amongst our pupils. We are committed to supporting and celebrating all pupils' individual identities. This policy provides a clear framework for how we will achieve our school's aims.

Our Lady of Sion School ('the school') is committed to being inclusive. We see our diverse population of both pupils and staff as one of the school's greatest strengths. In order to ensure everyone can thrive and meet their full potential, it is essential that inclusion and equality of opportunity be at the core of all the school's activities. This is also an essential part of our original mission given to us by our Founders.

2. Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- **Human Rights Act 1998**
- **The Equality Act 2010**
- **UK General Data Protection Regulation (UK GDPR)**
- **Data Protection Act 2018**

This policy also aligns with the following guidance:

- **DfE (2014)** 'The Equality Act and schools'
- **DfE (2018)** 'Promoting the education of looked after children and previously looked after children'
- **DfE (2018)** 'Gender separation in mixed schools'
- **DfE (2018)** 'Equality Act 2010: advice for schools'
- **DfE (2018)** 'Mental health and wellbeing provision in schools'

3. Roles and responsibilities

The Governing Board

The governing board is responsible for ensuring the school complies with appropriate equality legislation and regulations, and for:

- Ensuring that pupils and potential pupils will not be discriminated against, harassed, or victimised in relation to admissions, education, benefits, services, exclusion, or other detriments.

- Ensuring that all policies are developed and implemented with appropriate equality impact assessments.

The Headteacher

The headteacher will:

- Implement and champion this policy, ensuring it is applied fairly.
- Conduct regular staff training to develop awareness and skills.
- Regularly review and amend this policy to align with new legislation and incidents.
- Ensure counselling and support are available for pupils in need.

Staff Responsibilities

Staff are responsible for:

- Identifying and addressing any harassment or discrimination, both inside and outside of school.
- Complying with the school's policies related to equality, diversity, and inclusion.
- Acting as role models of equality and respect for all pupils.

4. Protected characteristics

Staff will not discriminate, harass or victimise a pupil on the grounds of any of the following protected characteristics:

- Sex
- Race
- Disability (including mental health)
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity

5. The Curriculum

The school ensures that the curriculum:

- Exposes pupils to diverse perspectives, ideas, and cultures.
- Is balanced, preventing discrimination and reinforcing mutual respect.
- Is inclusive of all gender identities and backgrounds.
- Is carefully planned to reflect the school's ethos of respect for diversity.
- Ensures equality of opportunity across all subjects and activities.

6. Promoting Inclusion

The school will promote inclusion through:

- Ensuring that all pupils are addressed by their preferred names, including the correct pronunciation and spelling.
- Reflecting the diversity of the local community on the governing board and among staff.
- Continuously challenging prejudiced attitudes and behaviours.
- Offering a variety of cultural and educational experiences, including extracurricular activities.
- Ensuring equal access to opportunities such as leadership roles and trips.
- Avoiding the reinforcement of stereotypical views through language and resources.
- Encouraging open communication and discussion about equality and diversity.

7. Mental Health and Wellbeing

The school promotes the mental health and wellbeing of all pupils. We will:

- Offer targeted support for pupils with mental health concerns.
- Use measures of wellbeing to monitor the progress of pupils with protected characteristics.
- Provide a safe space for pupils to discuss mental health issues without fear of discrimination.
- Ensure that wellbeing is embedded in school activities and teaching.

8. Staff Training and Development

Staff will receive regular training on equality, diversity, and inclusion, including:

- Induction training for new staff on the policy's provisions.
- Whole-school training on current equality legislation.
- Ongoing CPD (Continuing Professional Development) to enhance understanding of protected characteristics.
- Specialist training focused on specific issues such as homophobic bullying or supporting pupils with disabilities.
- Awareness of relevant awareness days such as **Black History Month**, **World Disability Day**, **Pride**, and more.

9. Bullying and Discrimination

Any incidents of bullying or discrimination will be handled in accordance with the **Anti-Bullying Policy**. Key steps include:

- Reporting incidents to the designated safeguarding lead.
- Ensuring that appropriate actions are taken to resolve the issue.
- Maintaining a zero-tolerance approach to any form of discrimination.

10. Monitoring and Review

The policy will be reviewed annually by the headteacher and governing board to ensure its effectiveness. Updates will be made as necessary, and staff will be informed of any changes. The school will publish:

- **Annual information** to demonstrate compliance with the Public Sector Equality Duty.
- **Equality objectives** (every four years) outlining further actions to promote equality.

11. Parental and Community Engagement

The school will:

- Promote awareness of equality policies to parents and the wider school community.
- Encourage parental involvement in supporting equality and diversity initiatives.
- Organize meetings, workshops, and informational sessions for parents on the topic.

Equality Objectives for Our Lady of Sion School

1. Objective 1: Eliminate Discrimination and Promote Equality in Admissions

- **Action:** Review and revise the school's admission policy to ensure it is fully inclusive and accessible to all prospective students, regardless of background, identity, or disability.
- **Outcome:** Achieve a more diverse student body that reflects the local community by promoting equality in recruitment and admissions practices.
- **Target Date:** Ongoing, with an annual review.

2. Objective 2: Improve Representation in the Curriculum

- **Action:** Ensure that the school curriculum includes diverse perspectives, authors, historical figures, and contributions from different cultures, genders, and backgrounds.
- **Outcome:** Pupils understand and appreciate cultural diversity, contributing to positive attitudes and reduced prejudice.
- **Target Date:** Complete curriculum review by [insert year].

3. Objective 3: Support Mental Health and Wellbeing for All Pupils

- **Action:** Provide targeted interventions, workshops, and resources for students from underrepresented or disadvantaged groups to promote mental health and resilience.
- **Outcome:** Improved mental health and wellbeing among all pupils, especially those from marginalized groups.
- **Target Date:** Ongoing, with yearly progress reviews.

4. Objective 4: Increase Access and Participation for Disabled Students

- **Action:** Ensure all school facilities, activities, and events are accessible to pupils with disabilities and those with special educational needs (SEN).
- **Outcome:** Greater inclusion and participation of students with disabilities in all aspects of school life.
- **Target Date:** Implement improvements by [insert year], with ongoing evaluations.

5. Objective 5: Address Gender Inequality and Promote Equal Opportunities

- **Action:** Introduce programs and activities that encourage both boys and girls to participate in non-traditional subjects (e.g., girls in STEM, boys in arts) and leadership roles.
- **Outcome:** Increased participation of all genders in diverse academic and extracurricular activities, reducing gender stereotypes.
- **Target Date:** Full implementation of programs by [insert year].

6. Objective 6: Reduce Bullying and Harassment Related to Protected Characteristics

- **Action:** Establish regular anti-bullying workshops and assemblies that address bullying related to race, gender, sexuality, disability, and other protected characteristics.
- **Outcome:** Decrease in incidents of bullying, harassment, and discrimination, creating a safer and more supportive environment for all pupils.
- **Target Date:** Annual monitoring and reporting on bullying incidents.

7. Objective 7: Improve Parental Engagement, Particularly with Underrepresented Groups

- **Action:** Create opportunities for increased communication and engagement with parents from underrepresented communities, including those with language barriers or cultural differences.
- **Outcome:** Stronger partnership between school and families, with active participation from all communities in school activities.
- **Target Date:** Ongoing, with an annual evaluation of engagement efforts.

8. Objective 8: Provide Diversity and Inclusion Training for Staff

- **Action:** Implement regular staff training on equality, diversity, and inclusion, focusing on unconscious bias, inclusive teaching practices, and supporting diverse learners.
- **Outcome:** A staff body that is well-equipped to promote equality and inclusion in all interactions with pupils and colleagues.
- **Target Date:** Complete initial training by [insert year], with ongoing professional development opportunities.

9. Objective 9: Foster Good Relations and Challenge Prejudices

- **Action:** Introduce school-wide events, campaigns, and projects to raise awareness of different cultures, religions, and identities, while challenging stereotypes and prejudices.
- **Outcome:** A school environment that celebrates diversity and actively works to combat prejudice and racism.
- **Target Date:** Ongoing, with specific campaigns scheduled throughout the year.

10. Objective 10: Ensure Equal Access to Extra-Curricular Activities

- **Action:** Review extra-curricular offerings to ensure that all pupils, regardless of background or ability, have equal access to clubs, sports, and other activities.
- **Outcome:** Increased participation from students in a variety of extracurricular opportunities, ensuring all pupils have equal opportunities to engage and excel.
- **Target Date:** Ongoing, with a biannual review.