



Equality, Diversity & Inclusion Policy Whole School Policy including EYFS

“Twickenham Preparatory School seeks to create a safe, caring and happy Christian environment in which all pupils are valued and can thrive personally, socially and academically.”

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1. Introduction

Twickenham Prep School (TPS) is committed to encouraging Equality, Diversity and Inclusion (EDI) within the School, and eliminating unlawful discrimination.

We aim to create an environment where staff and pupils can flourish and be supported to work at their best. We understand the value that diversity and inclusion can bring and we aim to be truly representative of all sections of society and the communities that we support.

This policy should be read in conjunction with:

- Equal Opportunities (Staff)
- Equal Opportunities (Pupils)

2. EDI Policy Statement

At TPS we are passionate about creating an inclusive school that values and celebrates diversity, enriches the education of our pupils and connects us closer to the communities we support. Our core values of being considerate, courageous, courteous and calm are at the heart of all we do and from this we are nurturing and growing an equitable, diverse and inclusive culture where all our staff and pupils have the confidence to be themselves and the freedom and support to explore and reach their full potential. We recognize that the diversity within our community is a strength of the School and that our longer-term aspirations pay due respect to the aspects of culture, race, age, gender, religion or belief, sexual orientation and disability which make us individuals.

3. Definitions

Equality, diversity and inclusion often go hand in hand but are different from one another.

- **Equality:** is about fairness: it's about ensuring individuals, or groups of individuals, are not treated less favourably because of their protected characteristics. It is often linked to the legislative framework in the UK, [The Equality Act 2010](#). Equality also means equality of opportunity; ensuring that those who may be disadvantaged can get the tools they need to access the same, fair opportunities as their peers.
- **Diversity:** is about recognizing, respecting and celebrating difference. It's acknowledging the benefit of having a range of perspectives in decision-making and the workforce being representative of the communities that the School serves.
- **Inclusion:** is where people's differences are valued and used to enable everyone to thrive at work. An inclusive working/learning environment is one in which everyone feels that they belong without having to conform, that their contribution matters and they are able to perform to their full potential, no matter their background, identity or circumstances.

4. Responsibilities

- The Board of Governors have ultimate responsibility for reviewing the effectiveness of this policy and ensuring its full implementation.
- The Education Committee are responsible for the EDI strategy.
- The Headmaster has responsibility for ensuring that this policy is fully implemented.
- The Senior Leadership Team (SLT) are responsible for policy content and operational activity.
- All TPS staff have responsibility to promote EDI.

5. Commitment

TPS recognizes that a diverse school community also requires an inclusive and equitable environment. Therefore, TPS commits to taking the following steps:

- Encouraging equality, diversity and inclusion across the School.
- Creating a working/learning environment that promotes dignity and respect for all, and where individual differences and the contributions of all staff and pupils are recognised and valued.
- Remembering that managing diversity and developing a culture of equality and inclusion is a continuous process of improvement, not a one-off initiative.
- Developing an open culture with good communication channels based on open dialogue and active listening.
- Developing an EDI strategy to support the achievement of the School's strategic aims, including ways of addressing the needs of the pupils, staff and communities the School supports.
- Ensuring that EDI initiatives and policies have the full support of the Board of Governors and the SLT.
- Taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, pupils, parents, suppliers, visitors and the public and any others in the course of the School's activities. Making clear that such behaviour will not be tolerated and setting out the consequences of such actions.
- Ensuring all staff are trained to understand their rights and responsibilities and engage with EDI, within the workplace.
- Making opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential.
- Ensuring that staff receive targeted EDI training appropriate to their role e.g. recruitment, lesson planning, curriculum planning.
- Ensuring the curriculum supports the education of EDI across the School.
- Focusing on fairness, inclusion and transparency, ensuring that merit, competence and potential are the basis for all decisions about recruitment and development.
- Regularly audit, review and evaluate progress, on both diversity and inclusion, to highlight where barriers exist (for example, via recruitment data) and show the impact of initiatives, making appropriate changes to activities if needed.
- Keeping up-to-date with the law and ensure policies are reviewed and updated as appropriate.