

**Diversity, Equity and Inclusion Policy**

**Aims and Objectives**

CF School’s Diversity, Equity, and Inclusion (DEI) Policy aims to set out the school’s commitment as far as possible to a fair and inclusive community; to clarify our practices in educating for a more peaceful and equal world; to highlight our obligations under UK law; and to evidence the responsibilities and rights of every member of our school community.

This is an over-arching policy that should be read alongside all other school policies and handbooks including but not limited to our Safeguarding and Child Protection Policy, Health and Safety policies and Home-School Agreement Policy.

As terminology and language change regularly, we too regularly review and reflect on our preferences that are most in line with our work and the needs of our community. We have selected the order DEI because we embrace and celebrate the diversity in our community, and in aiming to provide equity we become more inclusive.

We aspire to have equality, fairness, and parity in our community, and we use this as an umbrella term that encompasses a sense of direction through the way that we maintain, educate, and incorporate diversity, equity, and inclusion in our activities.

Whilst we cannot ensure equity in outcome, we can provide equitable resources and opportunities for individuals in our community in any capacity to take advantage of and, make the most of all that the school provides.

**Vision**

CF School is firmly committed to maintaining a culture of diversity, equity, and inclusion in all aspects of school life, nurturing everyone’s ability to thrive in an equitable and non-hostile environment, regardless of race, religion, age, sex and gender identity, sexual orientation, marital status, pregnancy and fertility status, disability, and neurodiversity.

We celebrate our school’s blend of minds, backgrounds, and experiences, and have a strong and all-encompassing stance against any form of discrimination.

Through the modelling and guidance of our leaders, our policies and procedures, our curricular, co-curricular and pastoral programmes, and with an open communication policy where the individual’s view and wellbeing are centre stage, we strive in our daily work to continue to learn and respond to our community’s needs and lived experiences, holding firm to our school aims, ethos and rule.

We recognise the need for ongoing reflection and evaluation against a chosen recognised quality standard, not shying away from taking the necessary corrective and preventive action if required:

• We will PERSEVERE with humility in our fight for an equal and just world.

• Nobody’s AMBITION will be impaired because of discrimination.

• Everyone will have the same OPPORTUNITY to flourish in their life.

• The visible and invisible qualities that make our school COMMUNITY are welcomed, encouraged, and fought for.

We have a clear vision of the positive and progressive impact firm anti-discrimination structures can have in our world, recognising our role in nurturing well-rounded individuals who are a force for good.

Members of the school shall in all circumstances conduct themselves in a proper and sensible manner – demands all forms of inequality are everyone’s concern.

Our focus is on our moral responsibility to be a force for good in the world, in line with our long-held school rule and with recognition and appreciation of our shared humanity and interconnectedness, embracing and respecting distinctiveness.

It is our hope that through embedded structures and setting and expecting the highest standards from our community members and stakeholders, we can effect positive change and influence and make a meaningful contribution towards a better world.

**Responsibilities**

CF School fully acknowledges and aspires to exceed its duties under the Equality Act 2010, understanding the nine protected characteristics on the grounds of which discrimination is unlawful (and taking definitions of those characteristics from the Act and any amendments in force at the time):

• Age

• Disability

• Gender reassignment

• Marriage and civil partnership

• Pregnancy and maternity

• Race

• Religion and beliefs

• Sex

•Sexual orientation

Discrimination can take many forms including direct, indirect, harassment, victimisation, by association and/or perception. This also includes incidences of bullying. Protection from discrimination applies in all school activities, including but not limited to the admission and treatment of pupils and families, the recruitment and treatment of staff, the engagement and work with other partners and agencies, and the provision of any other services by the school.

It also includes making reasonable adjustments to accommodate requirements, including preferred salutations, pronouns, identifiers, etc.

The school recognises works to eliminate unlawful discrimination, harassment, and victimisation on the grounds of a protected characteristic, subject also to necessary disciplinary action under the school’s disciplinary procedure:

 • Advance equality of opportunity between people who share a protected characteristic and those who do not; and

• Foster and nurture good relations between people who share a protected characteristic and people who do not.

**School obligations**

The overall responsibility for complying with equal opportunities legislation and the implementation of this policy lies with the Director who will, alongside the Head-Teacher will:

* Delegate the management of obligations to relevant staff as deemed appropriate.
* Establish sufficient regular review to ensure that the school is fulfilling its obligations

It is anticipated that every member of our community supports and upholds the school’s views on DEI. More specifically:

**Pupils and Families:**

• Treat everyone they encounter via the school and the wider community, whether in person or online and/or in the use of social media, with dignity, respect and have a recognition and appreciation for difference.

• Not engage in, collude, encourage, propagate, or overlook behaviour that could be unlawful under the Equality Act 2010 and to retain appropriate impartiality in teaching and pupil support practices.

• Actively support all activities aimed at the elimination of discrimination, advancing, and fostering nurturing and strong relationships.

• Be prepared to learn via lessons, assemblies, curricular, co-curricular, pastoral events, tutor meetings and other forums about all matters associated with discrimination and injustice in the world.

**Staff:**

Irrespective of role or contract at the time, all members of staff are required to adhere to the same expectations as pupils and families, as well as role modelling for antidiscrimination in a balanced way, with the added understanding that any member of staff found to have engaged in unlawful discrimination may be subject to disciplinary procedures in line with the school’s disciplinary procedures.