



# **Harrietsham Church of England Primary School**

## **Equality, Diversity and Inclusion (EDI) Policy**

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# Harrietsham Church of England Primary School Equality, Diversity and Inclusion (EDI) Policy

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## School Context:

### Harrietsham CEP Vision Statement

*We are a warm, welcoming, and inclusive school rooted in our rural community. Like the mustard seed we grew from tiny beginnings and our branches are now spread wide –providing support and taking our values beyond the school gates. All those in our community feel safe and nurtured - able to flourish and grow academically, spiritually, emotionally and physically to achieve their full God-given potential.*

### **“Nurtured we flourish”**

We are a nurturing school. As such we believe in, and follow, **The Six Principles of Nurture** in all of our practice.

1. Children’s learning is understood developmentally.
2. The classroom offers a safe base.
3. The importance of nurture for the development of wellbeing.
4. Language is a vital means of communication.
5. All behaviour is communication.
6. The importance of transition in children’s lives.

### **Our Values**

The roots of our vision are in the parable of the Mustard Seed.

*‘The kingdom of heaven is like a mustard seed, which a man took and planted in his field. Though it is the smallest of all seeds, yet when it grows, it is the largest of garden plants and becomes a tree, so that the birds come and perch in its branches’.*

**Matthew 13 31-32**

In order to grow and reach our potential, everything that we do in school is driven by our vision and underpinned by our core Christian values of:

### **Love, Fellowship and Forgiveness**

## 1. Background and Legal Framework

This policy is grounded in our school's Christian ethos and our core values of **Love, Fellowship and Forgiveness**. We believe that every person deserves to be treated with dignity, respect and compassion.

We are also committed to fulfilling our responsibilities under the **Equality Act 2010**, which provides a legal framework to protect individuals from discrimination and promote equality of opportunity for all.

The Act identifies **nine protected characteristics**:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality and ethnic or national origins)
- Religion or belief
- Sex
- Sexual orientation

The Equality Act protects people in various settings, including the workplace and educational establishment.

People are specifically protected from:

- **Direct discrimination.** This means treating one person worse than another person because of a protected characteristic.
- **Indirect discrimination.** This can happen when an organisation puts a rule or a policy or a way of doing things in place which has a worse impact on someone with a protected characteristic than someone without one.
- **Harassment.** This means people cannot treat you in a way that violates your dignity, or creates a hostile, degrading, humiliating or offensive environment.
- **Victimisation.** This means people cannot treat you unfairly if you are taking action under the Equality Act (like making a complaint of discrimination), or if you are supporting someone else who is doing so.

Our school aims to be a place where everyone feels safe, valued and included, regardless of background or personal circumstances.

## 2. Definitions

**Equality:** Equality means making sure that everyone is treated fairly and with dignity and respect. It means challenging discrimination and removing barriers, so that everyone has opportunities to achieve their desired outcomes.

## ***'Nurtured We Flourish'***

**Diversity:** Diversity is about recognising the benefits of different values, abilities, and perspectives, and celebrating people's differences. This means promoting an environment that welcomes and values diverse backgrounds, thinking, skills and experience.

**Inclusion:** Inclusion is providing a space where everyone has equal access to opportunities and resources, and where everyone feels valued and accepted. Everyone should be able to contribute and have a voice. This may mean making reasonable adjustments to facilitate participation.

### **3.Aims of the Policy**

In line with our school values, we aim to:

- Nurture a caring community where kindness, empathy and respect are shown to all - **Love.**
- Build strong, inclusive relationships across our diverse school family, celebrating the richness that different experiences and backgrounds bring – **Fellowship.**
- Foster an environment where mistakes are recognised as opportunities for growth, and where reconciliation and understanding are encouraged – **Forgiveness.**

Through these values, we strive to:

- Eliminate discrimination, harassment and victimisation.
- Advance equality of opportunity for all.
- Promote mutual respect, understanding and good relations within our school and the wider community.
- Ensure that all pupils can learn, grow and flourish in an atmosphere of belonging and acceptance.

### **4.Our Commitments**

#### **To our Pupils**

We will:

- Provide a curriculum that reflects and celebrates diversity and encourages respect for all.
- Ensure that every pupil feels valued, supported and able to achieve their best.
- Actively challenge prejudice, bullying and stereotypes.
- Encourage pupils to show love and respect in their words and actions towards others.

## **To our Staff**

We will:

- Recruit, develop and support staff fairly and equitably.
- Promote a staff culture based on fellowship, cooperation and shared purpose.
- Offer training and support to help staff understand their equality duties and embed inclusive practice.
- Respond sensitively and promptly to any concerns or incidents of discrimination.

## **To our Parents, Carers and Community**

We will:

- Work in partnership with families and community groups to promote inclusion and mutual respect.
- Ensure that communication is accessible to all and that parents and carers are treated with fairness and understanding.
- Celebrate the cultural and faith diversity of our school community through shared events and learning experiences.

## **5.Implementation**

To put this policy into action, the school will:

- Establish an Equality, Diversity and Inclusion (EDI) Committee, comprising the EDI Lead, staff members and parent representatives, to lead and monitor progress against the school's EDI Action Plan and drive forward our ongoing commitment towards equality, diversity and inclusion.
- Ensure all policies, procedures and practices promote equality and eliminate discrimination.
- Provide ongoing training and professional development for staff on issues relating to equality, diversity and inclusion.
- Regularly review our curriculum to ensure it reflects the diversity of our community and wider society.
- Celebrate cultural events and awareness days that promote understanding and respect for all.
- Encourage pupils to develop respect for themselves and others, valuing individuality and difference.
- Monitor and evaluate progress through data analysis, feedback, and ongoing consultation with pupils, parents and staff.

## **6.Roles and Responsibilities**

**The Governing Body** ensures that the school complies with the Equality Act 2010 and that this policy reflects our values of love, fellowship and forgiveness.

## *'Nurtured We Flourish'*

**The Headteacher** leads by example in promoting inclusion and ensuring that this policy is implemented effectively.

**The Equality Lead** supports the Headteacher in promoting knowledge and understanding of the equality objectives among staff and pupils, leads the EDI Committee in termly meetings to action, monitor and review the EDI Action Plan, and supports the Headteacher in identifying any staff training needs.

**All Staff** have a responsibility to uphold the school's ethos, model inclusive behaviour, and respond appropriately to incidents of discrimination or exclusion.

**Pupils** are encouraged to show love, fellowship and forgiveness in their relationships with others and to speak out against unfair treatment.

## **7. Monitoring and Review**

This policy will be reviewed annually and updated where appropriate – any amendments will be duly communicated to staff.

Progress towards our Equality Objectives will be reviewed annually by the EDI Lead, EDI Committee, and Senior Leadership Team and reported to the Governing Body.

## **8. Related Policies**

This policy should be read in conjunction with:

- Safeguarding and Child Protection Policy
- Behaviour Policy
- Anti-Bullying Policy
- SEND Policy
- Accessibility Plan
- Collective Worship Policy