ST JOHN'S BEAUMONT

# Equality, Diversity and Inclusion Policy

**This policy is applicable to the whole school including Boarding and Early Years Foundation Stage.**

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| **Authorised by** | **Head Master and SLT** |
| **Responsible Area** | **Head Master** |

**Agreed by:**

| **Head of School** | **Deputy Master Pastoral** |
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| **Mr Andrew De Silva** | **Mrs Sian Dawson** |
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| **Review Log** | |
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| | March 2023 (approved by SEND link Governor) |
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## POLICY STATEMENT

1.1 St John's Beaumont (the School) is committed to equality, diversity and inclusion among its pupils and staff. All pupils deserve and have the right to receive a fair, broad and balanced educational experience, regardless of race; religion and belief; cultural background; linguistic background; special educational needs and disability (SEND) and sporting or academic ability. – should the statement her now include Protected Characteristics?

1.2 The School complies with the Equality Act 2010, encouraging and promoting respect for other people, paying particular regard to the protected characteristics set out in the Act:

- Disability
- Race
- Religion and belief
- Gender
- Sexual Orientation
- Gender reassignment
- Age
- Marriage / Civil Partnership status
- Pregnancy and Maternity

1.3 Under the Equality Act 2010, St John's is exempt from the prohibition on sex discrimination within its admissions process[1]. The school has been for boys only since its foundation in 1888. However, from 1 September 2023, St John's will be admitting girls into the Pre-prep (Nursery, Reception, Years 1 & 2), with a view to girls being admitted to Middle school and beyond from September 2024Boys and girls will be treated equally in the admissions process for these year groups.

1.4 As a Catholic School, the School does prioritise admissions for pupils who are baptised Roman Catholic, although pupils of all faiths (and none) are welcome in the school. See Admissions Policy for further details.

1.5 The School is an equal opportunities employer and has a separate Equal Opportunities Policy which applies to staff and prospective employees.

## EQUALITY OF OPPORTUNITY

To achieve equality of opportunity, the School makes its best endeavors to:

[1] See 'Equality Act 2010: advice for schools,' May 2014
https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools

- Provide a clear admissions process, actively supporting and promoting a richly diverse pupil population;
- Provide a broad and balanced curriculum with equal access to learning for all appropriate to the individual needs;
- Place equal value on each student regardless of race, religion, background or disability;
- Challenge unpleasant behavior or language targeted at others based on any discriminatory and/or inappropriate attitudes, or racist views
- Foster positive attitudes towards all people through the celebration of difference and inclusion
- Promote cultural diversity as a positive advantage
- Promote justice, equality of opportunity and fair treatment for all
- Provide a safe and welcoming place for all pupils
- Enable pupils to acquire an appreciation and respect for their own and other cultures and religions
- Promote the fundamental British Values of democracy, rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs
- Preclude the promotion of partisan political views in the teaching of any subject in the school
- Consult regularly with pupils about their experience through Pupil Parliament, Boarding Council and other forums. Pupils are also encouraged to discuss any issues of concern at any time with their tutor (see Worry Procedure)

## PROVISION FOR PUPILS WITH PARTICULAR REQUIREMENTS

1.6 Religious

St John's has been, since its foundation, a Catholic School in the Jesuit tradition. The Catholic ethos is imbued within the daily and weekly routines of the school. Pupils of all faiths are expected to attend scheduled weekday masses and night prayers, where pupils gather as a school community as well as taking time for prayer and reflection.

Special provision is made for Roman Catholics who are preparing to receive the sacrament of Holy Communion, with the co-operation of the local parish of St Cuthbert's, Englefield Green, and such pupils have opportunities to train as sacristans. Religious Education in the school covers both Catholicism/ Christianity and the other major world religions.

1.7 Dietary

Provision is made for pupils who are unable to take specific meals on the basis of religious, medical or other grounds. Parents should inform the school of such requirements during the admissions process, or as soon as relevant medical advice has been received.

1.8 Language

St John's welcomes pupils for whom English is not their first language. While English is the language of instruction and new joiners are expected to have sufficient fluency to access the curriculum, additional support is available from a specialist EAL teacher to enhance their English language skills and enable greater inclusion. – do we have specialist teachers or should we just say support is available?

1.9 SEND

An Accessibility Plan and/or Risk Assessment exists to support pupils with a disability who may require special arrangements. Such pupils, and all those with a Special educational need are covered by the school's SEND policy, overseen by the school SEND Co-ordinator.

St John's Beaumont uses its best endeavours to secure special educational provision for pupils whom require support, that is 'additional to and different from' that provided within the differentiated curriculum to better respond to the four areas of need identified in the new SEND Code of Practice (2015), as follows:

- Communication and interaction
- Cognition and learning
- Social, mental and emotional health
- Sensory/physical

1.10 LGBTQIA+

The school will not tolerate discrimination against any pupil on the basis of sexual orientation or gender reassignment. Staff will provide sensitive, confidential support for any pupil who wishes to discuss such matters and any concerns they may have. LGBTQIA+ issues are also covered in the school's PSHE and RSE programme.

The school recognises its obligation to support children undergoing gender reassignment. Staff will work with families and relevant professionals should any existing member of the school community transition. Families are encouraged to engage with the school early in the process in order to best support the child.

## DIVERSITY OF PUPILS, STAFF AND GOVERNORS

The pupil body is diverse in terms of both race and religion, with around half being Catholic; pupils are recruited from the local area as well as from overseas. This diversity is encouraged and see as enriching to all in the St John's community.

Roman Catholics are particularly welcome among the staff and governors in maintaining the Catholic ethos of the school. The Society of Jesus (Jesuits) make recommendations for the Governing Council, and many Governors are Catholic.

Efforts are also made to recruit governors and staff who reflect the diversity of the pupils at St John's and in the local community.

## RELATED POLICIES

This policy should be read alongside the following SJB policies:

- Admissions Policy
- Safeguarding and Child Protection Policy
- Anti-Bullying Policy
- SEND & EAL policies
- Accessibility Policy and Plan
- Complaints Policy

## BREACHES OF THIS POLICY

St John's takes a strict approach to breaches of this policy. If you believe that you (if you are a pupil) or your child (if you are a parent or carer) has suffered discrimination you can raise the matter through our complaints procedure. Complaints will be treated in confidence and investigated as appropriate.