



**Broomwood Hall Limited & Northcote Lodge School Limited**

## **EQUALITY DIVERSITY AND INCLUSION POLICY**

**Broomwood Prep – Boys, Girls and Broomwood Pre-Pre**

### **Policy Summary**

Broomwood understands and value the different cultural, religious, ethnic and linguistic backgrounds of its pupils and recognises that all of its pupils, regardless of their learning needs, background, race, sexual orientation, religion or gender should enjoy equal opportunities. Through its policies and practices the school seeks to provide an environment in which all individuals can thrive and feel safe and secure, and to encourage the development in its pupils of a proper sensitivity to the needs of others.

Broomwood is an equal opportunities employer. There will be no discrimination on grounds of gender, marital status, ethnicity, religion, sexual orientation or disability which is not permitted by Law; or on any other grounds including age and medical history, except where this is necessary to ensure that a job is done effectively. This principle will apply to recruitment, training, promotion, dismissal, transfer and all other benefits, terms and conditions of employment.

### **Document Control**

Owner: Heads

1<sup>st</sup> Draft: –

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### Intended Audience

- Broomwood Staff
- Parents

### Code of Conduct

All members of staff play an active role in monitoring the implementation of the school's policy on equal opportunities. Use is made of assemblies, PSHE, RS, drama, English and other lessons to:

- Promote tolerance of each other and respect for each other's position within the school community.
- Promote positive images and role models to avoid prejudice and raise awareness of related issues.
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures.
- Understand why and how we will deal with offensive language and behaviour.
- Understand why we will deal with any incidents involving equal opportunities promptly and in a sensitive manner.

Our Behaviour and Anti-Bullying Policies contain clear procedures for dealing with unlawful discrimination. Teaching and medical staff attend regular INSET sessions on the subject.

### Monitoring

The Heads monitor the equal opportunities policy regularly and report to the Principal and Governors annually in order to ensure its effectiveness.

### Dress code

#### School Uniform

Broomwood has a Christian ethos. We welcome pupils from all backgrounds and offer them the opportunity to celebrate their own faiths. However, parents should be aware that all pupils are required to wear the school uniform.

#### Staff Dress Code

Staff should be aware that they are expected to dress in a professionally appropriate manner. A relevant member of the Executive Management Committee will consider written requests for variations in dress on religious or health grounds that are consistent with the school's ethos and its policy on health and safety.

### Additional Policies, Procedures and Legal Framework

Staff members reading this policy may wish to consider reading it in conjunction with the Equal Opportunities Policy (Employees) in the Staff Employment Manual and the 'Dress and Personal Appearance Policy'.

## **Equality, Diversity and Inclusion Objectives**

- 1. Ensure Physical access and egress to the buildings (adaptations) and wider school site**
  - 1.1 Ensure Movement around the sites/venues is accessible to all pupils, within the constraints of reasonable, allowable adjustments to listed buildings.
  - 1.2 Constantly seek to improve resources and learning environment to ensure parity of access and comfort for all pupils/adults.
  - 1.3 Constantly review and update sanitary and emergency measures and procedures to improve engagement and empowerment of those with disabilities.
- 2. Ensure Equality of participation in the School's curriculum for pupils with Special Educational, EAL, or mental health (as a protected characteristic) or physical needs**
  - 2.1 Review and Improve Physical Resources to Provide Parity of Accessibility for Pupils and Colleagues with Protected Characteristics.
  - 2.2 Review and Improve Training of Colleagues to Provide Parity of Accessibility for Pupils and Colleagues with Protected Characteristics.
  - 2.3 Review and Improve of Assessment of Pupils to Ensure that those with Protected Characteristics are not Disadvantaged.
  - 2.4 Review and Increase integration of themes around protected characteristics within the curriculum.
- 3. Ensure Access to Clear and Concise information (including website)**
- 4. Ensure Other Accessibility and Equality Objectives are Met**
  - 4.1 Increase Diversity of School Community

***For details on actions related to these objectives, please see  
Broomwood's Accessibility Policy.***

## **Related Broomwood Documents**

Please read this policy in conjunction with:

- Our Accessibility Policy and Plan,
- Our Learning Support Policy (SEND), and
- Our EAL policy.