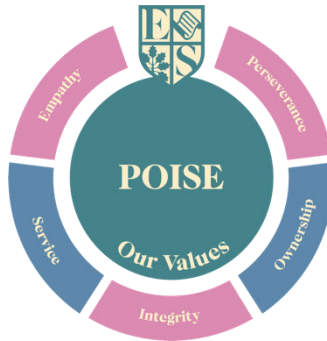




## Inclusion Policy

Reviewed by:	Nurette Stanford – Bursar	September 2023
Re-reviewed after parent consultation by:	Lucy Kroll – Head of Inclusion	November 2023
Approved by:	Trish Watt – Headmistress	September 2023 / November 2023
Next Review Date:	September 2024	

## School Values



<b>Perseverance</b>	We will persevere in the face of challenges. If things go wrong, we will try, try and try again. We have high expectations yet recognise that making mistakes is part of the learning process. All pupils, no matter what their level, are expected to be stretched and challenged so that they can grow, develop and flourish at their highest possible level.
<b>Ownership</b>	We will take ownership of our learning, our actions and our organisation. We will progressively move towards being self-sufficient as we grow through the School.
<b>Integrity</b>	We will strive to be good human beings. We will always try to understand the difference between right and wrong and will always try to do the right thing.
<b>Service</b>	We will try our hardest to serve one another and the wider community of the School, helping those less fortunate than ourselves through charitable work and, more globally, serve the planet well, learning about sustainability and how we can help future generations.
<b>Empathy</b>	We will always aim to help, understand and support others. We will lead by example and always treat others as we would like to be treated.

Other school policies which support the ethos of the school are underpinned by fairness. It is our belief that diversity, equality and inclusion is central to all our policies and that we maintain an ethos that welcomes diversity and promotes equal opportunities for all, ensuring all our pupils and their families feel valued and supported and making sure that equality and inclusion is evident in everyday school life.



These policies include:

- School development plan
- Admissions Policy
- SEND Policy
- Promoting Good Behaviour and Anti Bullying Policy
- Child Protection and Safeguarding Policy
- Safer Recruitment Policy
- Staff Code of Conduct
- PSHE Policy

The above policies can be found here: [Policies Information | Eaton Square Schools](#)

## Policy Statement

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The term 'ESS Community' includes the whole school and its staff, pupils, parents, governors and regular visitors at Eaton Square Prep School.

The ESS Community is committed to diversity, equality and inclusion (DEI).

We recognise the value of diversity and strive to promote a culture in which all members of the ESS Community are welcomed and supported to fulfil their potential, irrespective of their background or personal characteristics. We are committed to an ethos and culture of inclusion for all in the ESS Community irrespective of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity. Also known as the protected characteristics under the Equality Act 2010.

We recognise, respect and value difference and understand that diversity is a strength that enriches our lives. We take account of differences and strive to remove any barriers to learning and development.

Eaton Square Prep is a non-academically selective school. We welcome pupils who can make the most of the opportunities that we offer and can flourish in the welcoming, caring, diverse and inclusive environment we provide. Treating every pupil as an individual is important to us, and we welcome all applicants.

## Diversity, Inclusion & Equality

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Diversity of thought, opinion, perspective, individual experience, skill sets, personalities and competencies enable us to think about different belief systems, languages, cultural backgrounds and upbringings. Inclusion of all as individuals, where we are all able to feel as though we belong, because our value is based on our innate humanity not immutable characteristics. Inclusion in the ES Community creates a collaborative, supportive, and respectful environment that increases the participation and contribution of us all. Equality of opportunity works to remove the barriers to success based on immutable characteristics and the protected characteristics including special educational needs and disabilities. All our policies and practices are fully inclusive and supportive of a welcoming culture for all communities; this is evidenced in our practices and procedures.



## Our Mission Statement

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- We are committed to fostering inclusion – there is ‘no one-size-fits all’ approach, and there is no end point; there will always be more to do, and our approach and strategy is to be agile, exploratory, transparent, nurturing and dedicated. This is a very exciting time to learn. We are all in this together.
- We are committed to equal treatment for all pupils regardless of sex, sexuality, race, caste, disability, religion or belief. We keep a record of discriminatory incidents.
- We aim to create a friendly, caring and perceptive environment in which every individual is valued. We endeavour to contribute positively towards the growing autonomy, self-esteem and safety of each pupil.
- Our staff undertake regular consultation activities with our pupils e.g. through safety questionnaires, participation in Anti-Bullying Week and speaking to children about their experiences at lunchtimes and playtimes.
- The ES Prep Community recognises the values of diversity, inclusion and equality and aims to make available to all pupils an educational experience that is rich, humane robust and sometimes differentiated so that all members of the school enjoy a sense of belonging, community, and value.
- ES Prep teaches the pupils *how* to think, not *what* to think, so that they can distinguish right from wrong, understand and respect systems of rules and laws and accept responsibility for their own behaviour including towards others.
- An important part of our pupils’ education is their social development and collaboration. We aim for our pupils to be socially aware and so be able to work effectively with others, including to solve problems and achieve common goals.
- We want our pupils to be curious and to respect and value diversity within society, show respect for and appreciation of their own and other cultures and demonstrate sensitivity and tolerance to those from different traditions and backgrounds.
- We make it clear, and ensure that all members of the School community understand, that discriminatory words, behaviour, and images are unacceptable.
- We are clear that racism in all its forms has no place in our society and therefore our school. We help pupils to understand facts about this and the law.
- We oppose all bullying and unlawful discrimination based on any of the protected characteristics.
- We take reasonable steps to avoid putting disabled people at a substantial disadvantage (the 'reasonable adjustments' duty).
- We endeavour to remove barriers to learning or work for pupils or colleagues where these exist.
- We aim to embrace and celebrate the richness of race, culture and diversity through our curriculum and teaching.



- Children, parents and staff are given the opportunity to share their cultures and faiths in public forums, for example, assemblies, class workshops, meetings and/or through joining trips.
- We ensure the resources on offer for children are diverse and inclusive, and representative of people with protected characteristics.
- The PTA have appointed a parent Cultural Liaison Officer, who is available to advise the School in inclusion at ES Prep.

We have Fundamental British Values at the heart of our ethos at ES. Our school and teaching are required to actively promote the fundamental British values of:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect
- Tolerance of those with different faiths and beliefs

To demonstrate our commitment to equality, diversity and inclusion, we have incorporated the following actions, but continue to welcome ideas from everyone as we know there is always more work to be done:

- Curriculum overviews and lesson plans are adapted to show our commitment to EDI
- Children celebrate their culture and traditions in a variety of ways, including International Week.
- Parents and visitors are invited to speak as part of our Eaton Cares talks which are held on Zoom or sometimes during Church.
- Written to the parent body to ask if any are keen to talk about an aspect of diversity - to share facts on a country/city that they call home, or to which they have travelled; to share a little about their religion or perhaps to share information about a disability.
- Embedded Black History Month into our annual planning and recognise that black history is part of the history of this country. Therefore, we don't relegate the recognition of the contribution of black people to one month a year.
- Appointed an EDI lead and have written an EDI policy
- The EDI Lead has developed an EDI (Microsoft) Team in which all staff can access resources and share ideas. This is an ongoing project.
- INSETs around EDI with guest speakers invited in.
- A focused display to celebrate our school's commitment to EDI

These activities complement our diverse curriculum. Amongst other things the pupils study the work of authors, scientists and artists from different ethnicities, faiths and cultures in English, science and art lessons. In the ES Prep library, we have a wide and increasing range of books written by authors that represent the diversity of the UK and international population. For example, we stock books by Benjamin Zephaniah, Malory Blackman, Onjali Q Rauf, Hannah Lee, RJ Palacio and many other inspirational stories and writers.

## Responsibilities

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ES Prep's Board of Governors have overall responsibility to: 'Promote equality, good relations and diversity and to comply with education and employment legislation and anti-discrimination, human rights and equality legislation that affect its statutory duties in relation to the school' ('Every school a good school – the governors' role' (Department of Education NI, August 2019))

**The Governors** have overall responsibility to manage the implementation of equality and diversity in our



school.

**The Headmistress** is responsible for:

- ensuring policies and procedures are in place to comply with equality legislation.
- ensuring the school implements policies and practices in line with the principles of equality and inclusion.
- following the relevant procedures and acting on cases of unfair discrimination, harassment or bullying.
- ensuring appropriate training and awareness raising is undertaken with staff to ensure they understand individual cultural frames of reference and any unconscious/unmitigated bias.
- ensuring that appropriate records are kept of any cases of unfair discrimination, harassment or bullying.
- ensuring pupils see themselves in their teachers and leaders, by working to hire staff who reflect the diversity of the student body.

**The Senior Leadership Team (SLT)** are responsible for:

- putting the school's equality and inclusion policies and codes into practice.
- making sure that all staff know their responsibilities and receive the support and training necessary to carry them out.
- following the relevant procedures and acting where necessary.

**The Inclusion Lead** will manage the implementation of the policy in partnership with the Headmistress.

**The Special Educational Needs and Disabilities Coordinator (SENDCo)** will work with the Headmistress and school governors to ensure that the school meets its responsibilities under the Equality Act (2010) regarding reasonable adjustments and access arrangements.

**All School Staff** (teaching and non-teaching) have a responsibility for the day-to-day operation of this policy and will contribute to an inclusive and welcoming environment within the school.

**Pupils/students** are responsible for:

- following the relevant school policies and codes of conduct in line with the principles of diversity, equality and inclusion.
- understanding and respecting systems of rules and laws and accepting responsibility for their own behaviour including towards others.
- showing respect for and appreciation of their own and other cultures and demonstrating sensitivity and tolerance to those from different traditions and backgrounds.

**Parents** are responsible for:

- Upholding the values of the School, including the School's Inclusion Policy.

## Promoting Diversity, Equality & Inclusion

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ES Prep promotes equality and inclusion within the school through the following activities:

- School practices
- Policies
- Access arrangements and reasonable adjustments
- Curriculum
- Staff training
- School audit for Diversity, Equality and Inclusion
- Creation of an Equality, Diversity and Inclusion Lead



- Creation of an Equality, Diversity and Inclusion Policy
- The EDI Lead will set up a EDI group to include staff, pupils and parents
- Monitoring the Success of the Diversity, Equality and Inclusion Policy by taking feedback from stakeholders and reviewing internal practice
- Meetings with EDI Lead and SLT
- Termly meetings of an EDI group which will always include asking, 'How are we doing?' and focusing on our 'What next?'
- Using the data generated from Parent Questionnaires to inform next steps
- Governors reading the policies and asking for clarity/amendments.
- Asking for staff feedback on CPD and visitors' input.
- Asking for pupils' feedback on workshops and visitors' input.
- Asking for pupils' feedback in Inclusion questionnaires and during Pupil Council.
- Complaints Procedures
- Giving the opportunity for staff, pupils and parents to learn from, and liaise with, experts in the field

If a complaint is made regarding equality or inclusion, the complaints process will be fairly and systematically applied. Access to the Complaints Procedure can be found on the ES Prep website.