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# EXETER CATHEDRAL SCHOOL

Nursery | Pre-Prep | Prep

## Equality, Diversity and Inclusion Policy

**Last Reviewed:** June 2024

**Next Review:** June 2025

**Governor Oversight:** Full Board

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### Introduction

Exeter Cathedral School is committed to being inclusive as we see a diverse population of both schools and staff as one of the school's greatest strengths. In order to ensure everyone can thrive and meet their full potential, it is essential that inclusion and equality of opportunity be at the core of all the school's activities.

### Scope

This policy applies equally to current (including boarders and EYFS) and prospective members of the school community, including parents.

### Availability

This policy is made available on the school website and can be made available on request.

### Relevant Policies

Admissions Policy  
Behaviour Policy (including Rewards and Sanctions)  
Permanent Exclusion Policy  
SMSC Policy  
Collective Worship Policy  
Provision for Pupils With Dietary, Cultural, Religious Requirements  
SEND Policy  
EAL Policy  
SENDA Policy and SENDA Plan

### Statement

Exeter Cathedral School is committed to a zero-tolerance policy in relation to less favourable treatment on the grounds of any protected characteristic under the protected characteristics – Equality Act 2010 ([www.legislation.gov.uk/ukpga/2010/15/section/4](http://www.legislation.gov.uk/ukpga/2010/15/section/4)) The protected characteristics are defined as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sex and sexual orientation.

Exeter Cathedral School is committed to promoting and developing inclusion and equality of opportunity in all its functions and will seek to do this by:

- (a) Communicating its commitment to equality and diversity to all members of its community
- (b) Ensuring all staff and pupils are aware of the aims of this policy
- (c) Developing/monitoring evaluation and review mechanisms of school policies, procedures and decision making.
- (d) Demonstrating our zero-tolerance attitude towards discrimination by taking all allegations seriously

### **Responsibility**

The Governors and the Senior Leadership Team have responsibility for ensuring that the school operates within the legal framework for equality and for implementing policy throughout the school.

Each member of the Exeter Cathedral School community is responsible for being alert to and challenging discrimination; embracing diversity; respecting different faiths and beliefs; and upholding equality of opportunity for all.

### **The Legal Framework**

Discrimination can take the following forms, including:

- (a) Direct Discrimination – This occurs where a person is treated less favourably than others because of their (or a family member's) actual perceived protected characteristic.
- (b) Indirect Discrimination – This occurs by applying a provision, criterion or practice, which disadvantages people on the grounds of a protected characteristic, and which cannot be justified as a proportionate means of achieving a legitimate aim.
- (c) Victimisation – This occurs where an individual has exercised their rights under equality legislation (or has indicated that they intend to do so) and is treated less favourably as a direct result. It applies equally to a person who is supporting (or indicates that they intend to support) another person who is exercising their rights under the legislation.
- (d) Harassment – This is defined as unwanted conduct related to a relevant protected characteristic which has the purpose or effect of violating an individual's dignity or creating a hostile, humiliating or offensive environment for that individual.
- (e) Disability Discrimination – This includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and a failure to make reasonable adjustments to alleviate disadvantages caused by disability.

### **Aims and Values**

The aims of this policy and the school's ethos as a whole are to:

- (a) Eliminate unlawful discrimination on the grounds of any protected characteristic
- (b) Eliminate all bullying and unlawful discrimination on the basis that an individual has a learning difficulty or special educational need, or because English is an additional language
- (c) Promote equality of opportunity for all members of the school community
- (d) Comply with the school's equality obligation in the Equality Act 2010
- (e) Provide a secure environment where all children can thrive and achieve all outcomes of Every Child Matters and Keeping Children Safe in Education.
- (f) Provide a learning environment where all individuals through the Equal Opportunities Policy and other related School policies
- (g) Prepare pupils for life in a diverse and inclusive society in which everyone can take their place in the local, regional, national and international community
- (h) Include and value the contribution of all families to our understanding of equality and diversity
- (i) Provide and promote positive information about the diversity of UK society

- (j) Actively challenge discrimination and ensure all members of the Exeter Cathedral School community learn from these experiences.

To achieve these aims we will:

- (a) Involve, where reasonably practicable, members of the Exeter Cathedral School community in the review of relevant improvement plans, policies and procedures.
- (b) Publish and share school policies to the whole school community
- (c) Collect and analyse data (such as admissions data and examination results) to monitor any potential disadvantages amongst the pupil body.
- (d) Making reasonable adjustments to help to overcome any potential barriers to learning by providing for pupils' diverse needs and learning styles including any learning support needs and/or disabilities a pupil may have
- (e) Ensure the wider school curriculum promotes and celebrates equality and diversity
- (f) Operate a clear zero tolerance policy towards abusive or discriminatory behaviour
- (g) Work in partnership with families and the wider community to establish, promote and disseminate inclusive practice and help tackle discrimination

At Exeter Cathedral School, we aim to promote inclusion and tackle discrimination and promote harmonious relations in all areas of school life and with our key partners such as parents and other schools. We seek to remove any barriers to access, participation, progression, attainment and achievement. We take seriously our contribution towards community cohesion.

### **Admissions**

Exeter Cathedral School treats every application for admission in a fair and equal way in accordance with this policy and the school's Admission Policy. Exeter Cathedral School accepts applications from, and admits, pupils irrespective of any protected characteristic.

Parents must inform the school when completing the registration form of any circumstances affecting their child (such as learning support needs) which may affect the child's ability to fully participate in the education provided by the school. In line with our Admissions Policy, we may not offer a place to a child if, after reasonable adjustments have been considered, the school cannot adequately cater for and/or meet their needs.

### **Educational Services**

Exeter Cathedral School affords all pupils access to educational provision including all benefits, services and facilities irrespective of any protected characteristic subject to the school's obligations under the Equality Act 2010 and considerations of safety and welfare.

Exeter Cathedral School will not discriminate against a pupil on the grounds of any protected characteristic by excluding them or subjecting them to any other detriment.

Exeter Cathedral School will seek to educate pupils in a multicultural, anti-racist environment using the curriculum, assemblies, PSHE programme and external speakers to promote understanding and appreciation of other faiths, races and cultures.

Exeter Cathedral School recognises that discrimination may be, for example, direct, indirect or arising from disability whether or not it was intentional. Harassment and bullying in all its forms are unacceptable and will be dealt with in accordance with the school's Anti-bullying and Behaviour policies.

Exeter Cathedral School will:

- (a) Treat all members of the school community with respect and dignity and seek to provide a positive working and learning environment free from discrimination

- (b) Endeavour to meet the needs of all children and ensure that there is no unlawful discrimination on the grounds of any protected characteristics listed above
- (c) Make reasonable adjustments to ensure those pupils with a statement of special educational needs (or Education Health and Care Plan) receive necessary educational and welfare support
- (d) Ensure that pupils with English as an additional language receive additional support, where required
- (e) Challenge inappropriate discriminatory behaviour by pupils, staff and parents
- (f) Offer all pupils access to all areas of the curriculum, including being able to participate in a full range of extra-curricular activities available to them
- (g) Ensure that all staff are aware of their responsibilities to promote equality of opportunity and are given appropriate training and support
- (h) Work with parents and external agencies where appropriate to combat and prevent discrimination in school

### **Religious Belief**

Although Exeter Cathedral School's religious ethos is based on Christian values and tradition, the school is inclusive and welcomes and respects the rights and freedoms of individuals from other religious faiths (or no religion or faith).

### **Dietary**

The school has in place a vegetarian option at all meals

It is school policy that any child who, on application to the school, requests an alternative diet to those on offer, this request will be accommodated if at all possible. Every attempt will be made to include any sensible dietary requirements for children seeking them, if this has their parental approval.

### **Language and Cultural**

Exeter Cathedral School celebrates the ethnic diversity of its pupil population through a number of events including, for example, Chinese New Year.

EAL support is provided for pupils whom English is an additional or second language and who have been identified as requiring support

Wherever possible, pupils will be helped to plan activities which hold cultural importance for them, but also encouraged to share these cross-culturally.

### **Reasonable Adjustments**

Exeter Cathedral School has an ongoing duty to make reasonable adjustments for pupils with a disability to ensure they do not suffer substantial disadvantage in comparison to non-disabled pupils. We will inform and consult with parents about what reasonable adjustments, if any, the school are able to make for their disabled child. The school will carefully consider any proposals for auxiliary aids and services considering a pupil's disability and, for example, the resources available to the school.

Exeter Cathedral School has a duty to make reasonable adjustments (using case by case considerations) for staff or pupils who request to be known as gender neutral, gender fluid, are undergoing gender reassignment or are transgender.

Exeter Cathedral School is not legally required to make alterations to the school's physical environment to consider what reasonable and proportionate steps can be taken to alleviate and substantial disadvantage caused to disabled pupils. The school has an Accessibility Policy in place which can be found on the School website and an Accessibility Plan which can be requested.

### **Responsibilities**

### *The Governors*

It is the Governors' responsibility to:

- (a) Ensure that staff act as role models of inclusive behaviour and practice
- (b) Ensure that the school complies with its equality obligations
- (c) Ensure that the school's policies and procedures are monitored in light of this policy and the school's wider equality obligations
- (d) Be involved, together with the Head, in dealing with breaches of this policy

### *The Head*

It is the Head's responsibility to:

- (a) Ensure effective implementation of this policy and its procedures
- (b) Ensure that all staff are sufficiently aware and trained within equality and diversity
- (c) Actively challenge and take appropriate action in any cases of discriminatory practice within the school, be it by staff, pupils, parents or visitors
- (d) Have procedures in place to deal effectively with any reported incidents of discrimination, victimisation or harassment
- (e) Ensure that the EDI policy is available to all via the School's website

### *All Staff*

It is the responsibility of all staff to:

- (a) Positively role model inclusive behaviour
- (b) Actively challenge any forms of discrimination, victimisation, harassment or bullying
- (c) Promote an inclusive curriculum, identify and challenge bias and stereotyping within the curriculum and in the school's culture
- (d) Commit to broadening their knowledge, confidence and inclusive behaviour by attending relevant training and accessing information from appropriate sources

## **Concerns and Complaints**

Exeter Cathedral School will seek to provide a supportive environment for those who make claims of discrimination and/or harassment. Any pupil who believes that they have been discriminated against or have been subject to discriminatory conduct should speak to their Head of Section or the Deputy Head (pupils).

Any pupils who harass another pupil on the grounds of any protected characteristic will be subject to the school's disciplinary measures in accordance with the school's Behaviour Policy and, where necessary, the Permanent Exclusion Policy.

If parents/guardians feel this EDI policy has been breached, they should raise their concern or complaint through the School's Complaints Policy which is available on the school website or can be made available upon request.

## **Monitoring and Review**

This policy is monitored on an ongoing basis to evaluate its effectiveness and to ensure appropriate steps can be taken to eliminate unlawful discrimination.

This policy is usually reviewed on an annual basis to ensure the aims of the policy are carried out in accordance with the school's equality obligations.

## **Breaches of the Policy**

Exeter Cathedral School  
EDI Policy – June 2024

All breaches of the policy will be rigorously followed up using the appropriate procedures and reported to the Head.