Christ Church CE Primary School and Nursery

Equality, Diversity and Inclusion Policy

Let us love one another, because love comes from God and knows God.

1 John 4:7

Your heart will become wise. Your mind will delight in knowledge.

Proverbs 2:10

I have come so that they may have life and have it to the full.

John 10:10

Through God's love, we learn, aspire and achieve; we flourish.

Statement of Intent

Christ Church CE Primary School Barnet is committed to ensuring equality of education, opportunity and experience for all pupils, staff, parents and members of our community. We aim to develop a culture of inclusion and diversity in which everyone feels valued, respected and proud of their identity.

We recognise that certain groups in society have historically been disadvantaged on account of unlawful discrimination, and we work actively to eliminate prejudice, discrimination and victimisation. Our Christian ethos underpins this commitment, affirming that every person is made in the image of God and deserves to flourish academically, socially, spiritually and emotionally.

Legislative Framework

This policy is informed by the following legislation and statutory guidance:

- Equality Act 2010
- Equality Act 2010 (Specific Duties) Regulations 2011
- Human Rights Act 1998
- UN Convention on the Rights of the Child
- UN Convention on the Rights of Persons with Disabilities
- SEND Code of Practice 2014
- Education and Inspections Act 2006

Under the Equality Act 2010, the school must:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

Protected characteristics include age, disability, race, colour, nationality, ethnic or national origin, sex, gender reassignment, pregnancy and maternity, religion or belief, sexual orientation, and marriage/civil partnership (for employees).

Principles and Aims

Christ Church CE Primary School Barnet is guided by the following principles:

- **Equal value:** All learners, parents and carers are of equal worth.
- **Inclusive practice:** Policies, procedures and activities must not discriminate and must respond to differences in background, experience and need.
- **High expectations:** All pupils are expected to achieve their full potential, with barriers to learning identified and removed.
- **Celebration of diversity:** Positive attitudes, relationships and a shared sense of belonging are actively promoted.
- **Community cohesion:** We work with families, local groups and external agencies to strengthen inclusion and participation.
- **Christian ethos:** Our commitment to equality is rooted in our belief that every child is loved by God and deserves to flourish.

Commitments

Pupils

We will:

- Provide a broad, balanced and inclusive curriculum.
- Ensure access to learning through reasonable adjustments and targeted support.
- Monitor progress and outcomes for pupils in vulnerable groups.
- Promote good relations between pupils of different backgrounds.
- Address prejudice-based bullying swiftly and consistently.

Staff

We will:

- Ensure equality of opportunity in recruitment, retention, training and promotion.
- Provide high-quality CPD on equality, diversity and inclusion.
- Challenge discriminatory behaviour or language.

- Support staff with protected characteristics through reasonable adjustments.

Parents and Community

We will:

- Communicate in accessible formats.
- Consult with families and community groups when developing or reviewing policies.
- Ensure all parents feel welcome, respected and able to participate fully in school life.

Roles and Responsibilities

Governing Body

The governing body will:

- Ensure compliance with equality legislation.
- Publish and monitor equality objectives.
- Scrutinise equality data and impact assessments.
- Ensure non-discriminatory recruitment and governance practices.
- Promote representation from under-represented groups.
- Ensure disciplinary measures are in place to enforce this policy.

Executive Headteacher

The Executive Headteacher will with the support of the Head of School:

- Implement this policy and ensure staff understand their responsibilities.
- Ensure equality training is part of induction and ongoing CPD.
- Challenge discriminatory practice and respond to incidents of harassment or bullying.
- Ensure parents, visitors and contractors comply with the policy.

Staff

All staff will:

- Promote equality and good relations.
- Challenge bias, stereotyping and discriminatory behaviour.
- Monitor pupil progress and ensure appropriate support.
- Report serious breaches of the policy to senior leaders.

Pupils

Pupils are expected to:

- Treat others with respect and kindness.
- Report bullying or harassment.
- Contribute positively to the inclusive ethos of the school.

Gender Reassignment

We uphold the legal protections for pupils and staff undergoing or considering gender reassignment. All members of staff and pupils have a right to privacy, including the right to keep one's transgender status confidential. A named staff member will act as a point of support for any transgender pupil.

Uniform and Appearance

Uniform expectations will be applied fairly and consistently. We will ensure that:

- Policies do not discriminate on the basis of protected characteristics.
- Cultural, religious and disability-related needs are reasonably accommodated.
- Concerns can be raised through the school's appeal or grievance procedures.

Curriculum and Learning

We will:

- Ensure all pupils can access the curriculum through reasonable adjustments.
- Embed equality, diversity and inclusion across subjects.
- Provide auxiliary aids where needed to support disabled pupils.
- Monitor participation in extra-curricular activities to ensure equal access.

Addressing Prejudice-Related Incidents

We recognise that pupils and staff who experience prejudice-related discrimination may fare less well in the education system. We will:

- Prevent prejudice through education and awareness.
- Respond immediately to incidents.
- Record and report incidents to the local authority where required.
- Provide support to those affected.

Protected Characteristics Table

Protected Characteristic	Evidence we eliminate unlawful discrimination, harassment and victimisation	How we advance equality of opportunity	How we foster good relations
Race	Equality policy; monitoring of admissions; termly reporting of racial incidents; SLT oversight.	Curriculum representation; assemblies celebrating cultural diversity; targeted support for EAL pupils; staff training.	Celebration of differences; cultural events; inclusive curriculum; strong community links.
Disability	SEND policy; accessibility plan; reasonable adjustments; provision of auxiliary aids; staff training on SEND.	Differentiated curriculum; personalised support plans; specialist interventions; adapted resources.	Inclusive ethos; SEND parent forums; awareness activities; collaboration with external agencies.
Sex / Gender	Anti-bullying policy; monitoring of gender-based incidents; equal access to all subjects and activities.	Monitoring attainment gaps; encouraging participation in non-traditional subjects; gender-inclusive resources.	Mixed-gender teamwork; PSHE curriculum; assemblies promoting respect and equality.
Gender Reassignment	Confidentiality protections; safeguarding procedures;	Individual support plans; staff training; reasonable	Inclusive language; awareness education;

	named staff member for support; anti-bullying policy.	adjustments to uniform or facilities.	zero-tolerance approach to transphobic behaviour.
Sexual Orientation	Anti-bullying policy; staff training; monitoring of incidents; inclusive safeguarding practice.	Inclusive curriculum content; staff modelling respectful language; support for families.	Celebrating diversity; PSHE teaching; promoting respect for all relationships.
Religion or Belief	RE curriculum; monitoring of incidents; reasonable adjustments for religious dress or observance.	Inclusive worship; curriculum representation; flexible arrangements for religious practices.	Inter-faith learning; celebration of religious festivals; respectful dialogue.
Pregnancy and Maternity	Staff HR policies; risk assessments; flexible working arrangements; safeguarding procedures for pupils.	Support for pregnant staff; adjustments to duties; attendance monitoring for pupils.	Positive staff culture; family-friendly ethos; inclusive communication.
Marriage and Civil Partnership *(staff only)*	HR policies; non-discriminatory recruitment; equal access to CPD and promotion.	Fair treatment in employment; flexible arrangements; equal benefits.	Respectful workplace culture; staff wellbeing initiatives.
Age *(staff only)*	HR policies; non-discriminatory recruitment; monitoring of staff data.	Equal access to training; support for early-career and experienced staff.	Inter-generational collaboration; mentoring programmes.

Monitoring and Review

This policy will be reviewed annually by the Executive Headteacher and governing body. Equality objectives will be updated at least every four years, in line with statutory requirements.

Policy Date: September 2026