

## **CHRIST'S HOSPITAL**

### **PUPIL EQUITY, DIVERSITY AND INCLUSION POLICY**

#### **Aim**

1. The aim of this policy is to affirm the commitment of all members of the Christ's Hospital community to give due regard to the Equality Act (2010) in maintaining a living and working environment that is free from prejudice and discrimination. Christ's Hospital will ensure that the principles of equity, diversity and inclusion are embedded in all aspects of the working, learning and living environment of all pupils and staff.
2. Christ's Hospital is an inclusive community that actively promotes equal opportunities for all pupils and staff regardless of race, gender, sexual orientation, religion, socioeconomic background, disability or any other protected characteristic.
3. Christ's Hospital welcomes and promotes the diversity of its pupils and staff. The wide range of cultural, racial, socio-economic and religious backgrounds enriches the School community and helps to promote tolerance of others and their beliefs.

#### **Responsibilities**

4. The successful promotion and implementation of the Equity, Diversity and Inclusion Policy requires clear understanding and commitment throughout the School.
5. All staff and pupils have a responsibility to promote good practice with regard to the aims above and conduct themselves accordingly.
6. The Head Teacher, COO and Deputy Heads have overall responsibility for ensuring the consistent application of the policy and promotion of good practice in relation to equity, diversity and inclusion matters.
7. All members of the pastoral team, including the Chaplaincy, houseparents, and Heads of Year, have a significant role in promoting these values in the course of their work at the School.
8. The School requires staff to take part in the training provided to ensure that they are aware of their individual role in promoting an inclusive community.

#### **Race and ethnicity**

9. The School aims to ensure that all pupils and staff at Christ's Hospital value each other. The School forbids any form of racial or ethnic intolerance, in accordance with the Crime and Disorder Act 1998, which states that racially motivated expressions of hate are illegal.

Prejudice or discrimination on the grounds of race, ethnicity or culture are unacceptable and will not be tolerated.

10. Individuality, originality and creativity are celebrated through enriching pupils and staff with different ideas, cultures and attitudes, for example by ensuring that visiting speakers represent a diverse range of ethnicities and viewpoints.
11. The School strives to educate pupils about injustices surrounding race and ethnicity and the importance of inclusivity via PSHE, the humanities curricula, Chapel talks, assemblies, visiting speakers and the tutorial programme.

## **Gender**

12. In accordance with the Equality Act (2010) with this, discrimination based on gender is unacceptable at Christ's Hospital and the School will not tolerate sexism or misogyny. The School provides equal opportunities to pupils of all genders in order to promote a safe and supportive environment.
13. The Equality Act (2010) also prohibits discrimination against those who are transgender - i.e. where the gender identity of an individual differs from the gender assigned to them at birth. Gender reassignment is a 'protected characteristic' under the Act, making it unlawful for schools to treat pupils less favourably because of their gender reassignment. This covers all aspects of school life including admissions and exclusions, provision of education and access to any benefit, facility or service provided by the School.
14. Christ's Hospital will respond positively to pupils who are questioning their assigned gender. It will work in co-operation with medical and mental health specialists, such as the School doctor and counsellors, as well as institutions such as the Tavistock Clinic; it will always aim to prioritise the interests of the pupil. In circumstances where the issue raises tensions between the pupil and parents, the School will aim to place the best interests of the child at the heart of its decision-making.
15. Consideration will be given, on a case-by-case basis, to the needs of a pupil who is transgender or gender non-conforming. The School will give careful consideration to a pupil's request to formally change their pronouns and /or uniform, or to be housed in accommodation that is different to their biological gender. Each case will be viewed independently and sympathetically; this is to ensure that discussion has taken place with a range of professionals and that any change is in the interests of the child.
16. Gender identity is part of the PSHE and tutorial programme to ensure that all pupils are aware of the issues surrounding this topic and are duly encouraged to be supportive of their peers.

## **Sexuality**

17. In accordance with the Equality Act (2010), prejudice or discrimination on the grounds of sexual orientation, including the use of homophobic language, are unacceptable at Christ's Hospital and will not be tolerated.

## **Religion**

18. Christ's Hospital is a "religious, royal and ancient foundation" which was founded and continues to run in accordance with the protestant principles of the Church of England.
19. All pupils are required to attend the main service in Chapel each Sunday as well as the appropriate Junior or Senior Chapel service during the working week. All staff and pupils are also expected to attend the small number of whole School services each year (usually no more than two per term).
20. One of the School's most important principles is tolerance, and the School is happy to welcome staff and pupils who subscribe to other Christian denominations, to other religions or who have no faith. Pupils wishing to worship or observe religious festivals in their own faith are encouraged to do so and the School will make adjustments concerning specific dietary requirements, religious celebrations and freedom in going home during School time.
21. The School has an active and effective religious education programme which encourages pupils to learn more about, understand and develop respect for other faiths and other cultures.
22. All pupils are expected to wear the School uniform correctly; this can coexist with an item of religious clothing such as a hijab or kippa, for example.

## **Transparency and Accountability**

23. As an equal opportunities employer, Christ's Hospital is striving to create a workforce in which the composition of the staff reflects the diverse backgrounds and cultures of the pupil body.
24. Christ's Hospital will conduct investigations into any members of the School community for any inappropriate behaviour, including but not limited to, racism, xenophobia, sexism or religious intolerance. This includes incidents that occur online or off the School site. Any reported incidents will be recorded, to facilitate monitoring of potential patterns of concern.
25. Allegations of discrimination will be managed under the appropriate pupil or staff policies, for example the Pupil Anti-Bullying Policy, the staff Disciplinary Procedure and other employment policies managed by the HR Department.

26. The Senior Leadership Team commits to responding to any issues brought to it through the Christ's Hospital Equity, Diversity and Inclusion Committee (CHEDI) and to publishing results of discussion, where appropriate, publicly.

Author: RMJB / CHEDI Committee

Date of last review: October 2020

Date of next review: October 2022