

## **CHRIST'S HOSPITAL**

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

#### **Aim**

1. 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. 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.
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 personal 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. 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.

#### **Responsibilities**

4. The successful promotion and implementation of the Equity, Diversity and Inclusion Policy requires clear understanding and commitment throughout the School.
5. Staff and pupils alike have a responsibility to promote good practice with regard to the aims above, to show respect and consideration for all members of the community in relation to all EDI issues, and to conduct themselves according to our community values: kindness, inclusion, responsibility, individuality and perseverance.
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. The EDI Lead provides guidance, advice and support to staff and pupils on matters related to EDI and is available to hear concerns, all of which will be taken seriously.
8. All members of the pastoral team, including the Chaplaincy, houseparents, matrons, Heads of Year and tutors have a significant role in promoting these values in the course of their work at the School.

9. 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.

## **Gender**

10. In accordance with the Equality Act (2010), discrimination based on gender is unacceptable at Christ's Hospital and the School will not tolerate sexism, misogyny or misandry. The School provides equal opportunities to pupils of all genders in order to promote a safe and supportive environment.
11. 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.
12. It should be acknowledged that society's understanding of gender dysphoria and gender identity in young people, in the wider context of adolescent identity formation, is evolving. Christ's Hospital adopts a position of "neutral acceptance" in relation to pupils who are questioning their assigned gender, balancing respect for pupils' feelings and wellbeing with duty of care and safeguarding responsibilities. This means that School staff will be respectful and supportive of pupils as individuals, whilst neither affirming nor dismissing their feelings in respect of their gender identity.
13. Pupils may ask their peers to address them using their preferred names and pronouns. Further detail is available to pupils in the document "Changing your pronoun, name and uniform at Christ's Hospital."
14. The School will give consideration, on a case-by-case basis, to the needs of a pupil who identifies as transgender, non-binary or gender non-conforming. When a pupil's parent/guardian is supportive of a formal change of name, pronoun and/or uniform, these changes can be made. The School has a relationship of trust with parents and guardians as well as with pupils and cannot make formal changes for pupils without their parents' or guardians' knowledge.
15. The School will give careful consideration to a request from a pupil and their parent/guardian for the pupil to be housed in accommodation that is different to their biological gender. Each case will be viewed independently; 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. The School will work in co-operation with medical and mental health specialists, such as the School doctor as well as external agencies as appropriate; it will always aim to prioritise the interests of the pupil.

17. All members of the Christ's Hospital community should show respect and consideration for others by using correct pronouns where changes have been agreed and by using gender neutral language as appropriate, for example when addressing groups of pupils in boarding houses in which some pupils identify as transgender or non-binary.
18. Gender identity is discussed in the Learning for Life and PSHE programmes to ensure that all pupils are aware of the issues surrounding this topic and are duly encouraged to be respectful and supportive of their peers.

### **Race and ethnicity**

19. 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.
20. Individuality, originality and creativity are celebrated through enriching the experience of pupils and staff, providing them with access to different ideas, cultures and attitudes, for example by ensuring that visiting speakers represent a diverse range of ethnicities and viewpoints.
21. The School strives to educate pupils about injustices surrounding race and ethnicity and the importance of inclusivity through the Learning for Life and PSHE programmes, the humanities curricula, Chapel talks, assemblies, visiting speakers and the tutorial programme.

### **English as an additional language**

22. The School ensures that pupils with English as an additional language receive necessary educational and welfare support.

### **Religion**

23. Christ's Hospital is a "Religious, Royal and Ancient Foundation." As a Church of England Foundation, the Christian faith, as the Church of England has received it, is at the heart of the School's mission.
24. All boarding 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, which mark significant moments in the School's, or national, history (usually no more than two per term). Understanding and celebrating the fact that our pupil and staff bodies are made up of a rich diversity of faiths and philosophies, what is said in the context of Chapel is motivated

by the desire to learn and grow as individuals, to consider what we might want our lives to mean and to think about the difference we can make in the world. This desire is underpinned by Christian belief, but the intention is not to convert.

25. One of the School's most important principles is tolerance, and the School is glad to welcome staff and pupils who subscribe to other Christian denominations, or to other religions or who have no faith, in a spirit of mutual learning. Pupils wishing to worship or observe religious festivals in their own faith are warmly encouraged to do so and the School will provide resources and make adjustments concerning specific dietary requirements and religious celebrations, including responding sympathetically to requests to go home during term time in order to celebrate religious occasions with family.
26. There are Assistant Chaplains with specific responsibility for different faith groups, to provide representation and to assist with making provision for pupils and staff of different faiths.
27. The School has an active and effective religious education programme which encourages pupils to learn more about, understand and develop respect for all faiths and cultures.
28. 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.

### **Neurodivergence, neurodiversity and SEND**

29. The School recognises that it is a neurodiverse community, within which there are pupils who are neurodivergent and who have learning difficulties, differences and special educational needs and disabilities (SEND).
30. The School's Learning Support policy pays due regard to the SEND Code of Practice 2015 and is designed to support pupils with their needs, whatever their nature, which may impact on their educational and pastoral experiences and/or prevent them from reaching their potential.
31. All staff are responsible and accountable for the learning and well-being of all pupils in their care, including those who are neurodivergent. The Learning Support department oversees the learning of those pupils who are on the Learning Support register and provides 'pupil passports' to teachers which highlight strategies to be used in lessons. Where possible and practicable, pupils have considerable input into the passports as to what works for them.
32. The School has a referral system in place and pupils may be referred to the Learning Support department if it is felt that they need some additional support to help with their academic and/or pastoral needs. A referral may be made by any teacher, parent, houseparent or the pupil themselves.
33. The school has a Neurodivergent Society which is run by senior pupils and is open to all to attend.

## **Sexuality**

- 34.** 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.

### **EDI related structures, pupil responsibilities and pupil-led EDI groups**

- 35.** The Christ's Hospital Inclusion Working Group is chaired by the Deputy Head (pupils) and EDI Lead. Its twice-termly meetings are attended by representatives from the staff body and the Council of Christ's Hospital as well as the CHEDI Monitors and other pupil leaders of EDI-related groups in the School.
- 36.** Senior pupils, usually Grecians and Deputy Grecians, lead a number of EDI-related groups, assisted by staff member liaisons, which provide discussion and support, organise events and share ideas and concerns with the EDI Lead, Deputy Head (pupils) and Inclusion Working Group. At the time of writing, these include the ACS, LGBT+ club, Anti-Sexism Group, Neurodivergent Society, International Students Society, Muslim Students Association and Mixed Heritage Society. Senior pupils wishing to establish a new EDI-related group should write to the Deputy Head (pupils) and EDI Lead with their proposal.
- 37.** Each Avenue boarding house appoints a Deputy Grecian EDI rep to support EDI initiatives and aid communication on EDI matters across the School.

### **Procedures for dealing with EDI-related incidents or concerns**

- 38.** 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, homophobia, transphobia 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.
- 39.** 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.
- 40.** The Senior Leadership Team commits to responding to any issues brought to it through the Christ's Hospital Inclusion Working Group or other channels and to publishing results of discussion, where appropriate, publicly.

Author: RMJB/MDE/CH Inclusion Working Group

Date of last review: November 2022

Date of next review: November 2024