



King David High School

Equality, Diversity, and Inclusion Policy

Approved by: Governors **Date:** Jan 2025

Last reviewed on: Jan 2025

Next review due by: Jan 2027

1. Purpose

The purpose of this policy is to outline The King David High School's commitment to promoting equality, diversity, and inclusion (EDI) in all aspects of school life.

We aim to eliminate discrimination, advance equality of opportunity, and foster good relations among our school community.

2. Scope

This policy applies to all members of The King David High School community, including students, staff, governors, parents, and visitors.

3. Our Commitment

- **Eliminate Discrimination:** We are committed to ensuring that no member of the school community is discriminated against based on age, sex, sexual orientation, race (including colour, nationality, ethnic or national origin), disability, religion or belief, gender reassignment, pregnancy or maternity, or marriage and civil partnership.
- **Advance Equality of Opportunity:** We strive to remove or minimise disadvantages, meet different needs, and encourage participation for those with protected characteristics.
- **Foster Good Relations:** We promote understanding, mutual respect, and cooperation among people with different backgrounds and identities.

4. Implementation

- **Curriculum and Teaching:** We will integrate EDI principles into our curriculum and teaching practices. This includes providing diverse learning materials and promoting inclusive classroom environments.
- **Recruitment and Staff Development:** We will ensure that our recruitment processes are fair and inclusive. All staff will have access to professional development opportunities to enhance their understanding of EDI.
- **Student Support:** We will provide support to students from diverse backgrounds to ensure their success and well-being.
- **Communication and Engagement:** We will engage with parents, carers, and the wider community to promote EDI principles and practices.

5. Responsibilities

- **Governors:** Ensure that the school complies with EDI legislation and monitors the implementation of this policy.
- **Headteacher and Senior Leadership Team:** Lead on the strategic implementation of EDI initiatives and ensure that all policies and practices are inclusive.

- All Staff: Promote EDI in their roles and challenge any form of discrimination.
- Students: Treat each other with respect and report any discriminatory behaviour.

6. Monitoring and Review

This policy will be reviewed annually by the governing board to ensure its effectiveness and compliance with legislation. We will use data and feedback from the school community to make necessary adjustments.

7. Related Policies

- Anti-Bullying Policy
- Safer Recruitment Policy
- Accessibility Policy

8. Contact Information

For any questions or concerns regarding this policy, please contact the Assistant Headteacher- Mr T Chappelle.