



EQUITY, DIVERSITY AND INCLUSION POLICY

RESPONSIBILITY	DEPUTY HEAD PASTORAL
DATE REVIEWED	AUGUST 2024
NEXT REVIEW DATE	AUGUST 2025

Introduction

Promoting equal opportunities, celebrating diversity and actively promoting equity is central to the aims and ethos of Framlingham College. We welcome applications to the College from candidates with a diverse range of backgrounds. This enriches our community and is important in preparing our pupils for today's world. We want pupils and staff to feel valued and respect others within a culturally inclusive environment. We focus on educating the individual and providing a comfortable and welcoming atmosphere, where each pupil feels valued and can flourish.

Framlingham College is committed to equal treatment for all, regardless of an individual's race, sex, gender reassignment, ethnicity, religion or belief, sexual orientation, disability, learning difficulty, body image, pregnancy & maternity, age, gender, marital and civil partnership status or social background-

We welcome applications from pupils with special needs and disabilities, providing the specific needs of the pupil can be managed within the College and that our site can cope with them. We advise parents of children with special educational needs or physical disability to discuss their child's requirements with us in advance so that adequate provision can be made prior to visits, interviews and any necessary entrance examination or assessment. We will discuss thoroughly with parents and their medical advisers, the adjustments that can reasonably be made for the child if he/she becomes a pupil at the College.

Aims:

- to provide a learning environment where all individuals feel valued and part of the community.
- to prepare our pupils for life in a diverse society in which they are able to see their place in society.
- to provide positive information without stereotypes about different groups of people regardless of gender, disability, ethnicity, sexual orientation, religion and age.
- to plan, improve and develop our understanding and promotion of diversity.
- to actively challenge discrimination and disadvantage.
- to ensure inclusion throughout the College.
- To eliminate unlawful discrimination on the grounds of any of the protected characteristics.

- To promote equity of opportunity for all members of the College community.
- To challenge and eliminate all bullying and discrimination against an individual that has a learning difficulty or special educational need, or because English is an additional language.
- To promote equal opportunities for all members of the College community.
- To celebrate and value diversity at College and in society.
- To include and value the contribution of all families and the wider community.

We will:

- involve pupils and staff in the evaluation of our policies, procedures and practices.
- make sure that all parts of the wider curriculum make explicit and implicit provision to promote and celebrate diversity.
- have high expectations of behaviour in the College which demonstrates respect to and tolerance of others.
- Collect data (such as admissions and recruitment data, examination results, engagement in College, and community initiatives, pastoral records) to monitor any potential disadvantage amongst the pupil or staff body and to ensure processes are bias-free.
- Promote openness at all stages of the admissions and recruitment processes, early awareness of needs leads to better provision and arrangements for the pupils and staff.
- Help to overcome any potential barriers to learning by providing for pupils' diverse needs both academically and pastorally and/or disabilities a pupil may have.
- Ensure the College curriculum promotes and celebrates equity and diversity, being aware of a hidden curriculum and agenda and subjects that may suggest unconscious gender bias.
- Operate a zero-tolerance policy towards abusive or discriminatory behaviour, challenging discrimination and celebrating diversity.
- Work with staff, families and the wider community to establish, promote and disseminate inclusive practice and help tackle discrimination, recognising that inclusion cannot be achieved without the involvement and commitment of all members of the College community.
- Ensure that all staff are sufficiently aware and trained within equity & diversity.
- Actively challenge and take appropriate action in any cases of discriminatory practice within the College, be it by staff, pupils, parents or visitors.
- Have procedures in place to follow up any reported incidents of discrimination, victimisation or harassment.
- Ensure transparency in assessing the impact of the College's Equity, Diversity and Inclusion strategy and accountable for future goals.

Staff responsibilities:

- to be vigilant in all areas of the College for any sort of bullying, teasing or harassment
- to deal effectively and promptly with any name-calling or other forms of victimisation because of perceived differences.
- to identify and challenge bias and stereotyping within any part of the curriculum.
- to promote equity and good relations and not discriminate on grounds of race, gender, religion, age and sexual orientation.
- Positively role model inclusive and anti-discriminatory behaviour, including a spirit of reflection and willingness to be open to challenge.
- Support and participate in any processes introduced to promote equity, diversity and inclusion and report any issues.
- Be aware and challenge any forms of discrimination, victimisation, harassment or bullying including banter.

- Make effective and reasonable adjustments where appropriate to meet the individual needs of staff, pupils and visitors.

Pupil responsibilities:

- Promote inclusive and anti-discriminatory behaviour, including being able to reflect on attitudes and /or behaviours and be open to challenge.
- Support any measures introduced by the College to promote equity, diversity and inclusion and report any issues associated with equity and diversity to their Form tutor, Head of Section/Head of Year.
- Be aware and challenge any form of discrimination, victimisation, harassment or bullying, including banter. This includes identifying and using the College's reporting systems to challenge bias and stereotype within the curriculum and in the College's culture.
- Be an upstander not a bystander.

Action:

- Make pupils feel valued through positive reinforcement both verbally and with the Rewards system.
- Avoid stereotypes and derogatory images when choosing materials for use in class.
- Celebrate a wide range of festivals in Assemblies and Chapels and actively encourage overseas pupils to promote different cultures.
- Create an atmosphere of mutual respect and tolerance.
- Help our pupils to fully understand that discriminatory behaviour and remarks are unacceptable everywhere.
- Ensure that the co-curricular activities we offer are inclusive of pupils with special educational needs and those with disabilities.
- Ensure that those pupils whose first language is not English have full access to the activities we offer and that they are well supported.
- Encourage pupils to empathise with others who are different from themselves.
- Ensure pupils have equity of access to learning, reflecting the widest possible range of communities in the choice of resources.
- Make sure that no pupil or staff member feels uncomfortable because they differ from the majority, e.g., in ethnic or social background, academic ability, neurodiversity, being from financial disadvantage, having English as an additional language or a special educational need and/or disability.

Training:

- Develop the skills, knowledge and abilities of existing employees to realise their full potential, irrespective of background or employment status.
- Promote greater awareness of equal opportunities and the contribution made by our staff, trustees, parents, pupils and wider community.
- Give employees the skills to provide personal and organisational solutions to discriminatory practices and behaviour and to promote inclusive behaviour generally.
- Make sure that employees are encouraged and supported to take responsibility for their own learning and development in the context of EDI.
- Respond to changing and emerging training needs, providing opportunities for reflection, feedback and shared learning.

Environment:

- Make sure that the look and feel of the College reflects a diversity of pupils.
- Make sure that our behaviour code, staff dress code and uniform code takes into account issues of diversity and inclusion.
- Make sure that College events, visiting speakers and whole College initiatives reflect a diverse range.

Food:

- Our Catering team are very keen to promote a range of food, with varied cultural approaches to mealtimes.
- We celebrate important dates in the calendar such as the Chinese New Year with a suitable menu to promote a variety of cuisine.
- We endeavour to provide a menu where medical, cultural and dietary needs of staff and pupils are met, and special diets can be arranged in consultation with the Catering Manager.

Religion:

- The College welcomes and respects the rights and freedoms of individuals from other religions and faiths.
- Absence from College for religious observance is allowed and should be marked as authorised where the College is satisfied that the day has been set aside by the religious body and the parents of the child are members of that religious community
- The College recognises that religious observance has an important part to play in valuing the spiritual development of all members of our community, strengthening social cohesion, developing a strong sense of self and celebrating shared values.
- Adaptations will be made to the College's uniform code for religious observance.
- Religious observance will be facilitated, perhaps through allocation of prayer space or provision for resting whilst fasting.

Reasonable Adjustments:

- The College will make reasonable adjustments to alleviate disadvantage, for example by taking positive action to deal with disadvantages affecting a group because of a protected characteristic; perceived or otherwise. E.g. taking positive action to support pupils if there is evidence that they are being disproportionately subjected to sexual harassment or behaviour and effort expectation for a particular gender.
- The College has a duty to make reasonable adjustments for staff or pupils who request to be known as gender neutral, gender fluid, are undergoing gender reassignment or are transgender (We will be guided by government guidelines on these matters to ensure that we are in-line with current legislation.).
- The College monitors and reviews the physical environment to consider what reasonable and proportionate steps can be taken to alleviate any substantial disadvantage caused to pupils or staff with disabilities and neurodiverse pupils or staff.

Concerns:

- The College will provide a supportive environment for those who believe they have been subjected to discrimination and/or harassment. Pupils should report discrimination to the Deputy Head Pastoral (Senior and Prep). Staff should report discrimination to the HR Department.
- Any member of the College community who harasses another on the grounds of any protected characteristic will be subject to the College's disciplinary measures in accordance with the College's Behaviour Policy and Staff Code of Conduct.
- All breaches of the policy will be followed up by the appropriate member of the College's Senior Leadership Team. We recognise that pupils need to learn from mistakes to develop an awareness of how their behaviour can impact on others. The College will take into account a difference between ill-considered rather than deliberate incidents.
- Intentional and repeated incidents should be reported to the Form Tutor, Head of Section or Deputy Head Pastoral and will be followed up in line with the College's Behaviour and Anti Bullying Policy.

Diversity:

- We welcome the diversity of family life and work in partnership with all families.
- We encourage parents to take part in College life, particularly through events and welcome their input
- We value the contributions of families whose first language is not English to life at the College.

Means tested Bursaries are offered in order to make it possible for as many as possible who meet the College's Scholarship criteria to attend the College.

Although Framlingham College has Christian roots, we do not select for entry on the basis of religious belief, and we welcome pupils of all faiths. Parents should be aware that all pupils are normally expected to attend assemblies and to wear the College uniform. The Principal will consider written requests from parents for variations in the uniform on religious grounds that are consistent with the College's ethos and its policy on Health and Safety. The Principal will normally arrange to meet the parents to discuss the implications of such a request.

If a parent or child has any complaint about the operation of the Equity, Diversity and Inclusion policy, a copy of the College's complaints procedure is available on the website.