



Glendower Preparatory School

## **Diversity, Equality and Inclusion Policy**

2025 - 2026

Reviewed: July 2025

Next review: September 2026

## DIVERSITY, EQUALITY AND INCLUSION (DEI) POLICY

### **Introduction**

Glendower Preparatory School is committed to fostering a school community where diversity, equality and inclusion are actively promoted, embedded, and celebrated. We believe that a diverse and inclusive environment enhances the educational experience of all pupils and ensures that every individual can thrive.

This policy is inclusive of all pupils at Glendower Preparatory School, including those in the Early Years Foundation Stage (EYFS), and is informed by the Equality Act 2010 and relevant Department for Education guidance.

### **Our Commitment**

We are committed to providing an inclusive learning and working environment free from discrimination, harassment or victimisation, where all members of the school community are treated with dignity and respect regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marital or civil partnership status, pregnancy or maternity.

We recognise and celebrate individual differences and are committed to ensuring that our school is a place where everyone feels safe, valued and supported to achieve their full potential. This includes removing barriers to learning and participation and actively challenging prejudice, discrimination and stereotypes.

Understanding DEI at Glendower Diversity refers to the presence and appreciation of differences including (but not limited to) thought, experience, ethnicity, culture, gender, age, ability and background.

Equality means ensuring individuals or groups of individuals are treated fairly and no less favourably, and that we actively work to remove barriers to access and opportunity.

Inclusion involves creating a school culture where all members of the community feel welcome, respected, supported, and able to participate fully.

### **Mission and Values**

Our mission is to empower all pupils and staff to reach their full potential by cultivating a school environment rooted in purpose, resilience, kindness and good humour.

Glendower is a forward-looking, academically selective school for girls aged 3 to 11. We aim to nurture each girl's unique talents and develop socially aware, inclusive, capable and courageous young citizens.

We uphold an ethos that recognises shared values while celebrating individuality. Our educational approach encourages curiosity, respect for others, and the ability to think critically and independently.

### **Aims**

- To foster a strong sense of belonging, value and purpose for every member of the school community.
- To educate pupils to respect and value difference and to challenge discrimination.
- To create a learning environment that is inclusive, safe, and supportive.
- To equip staff and pupils with the tools to promote DEI and challenge bias.
- To promote positive relationships and mutual respect.

### **Roles and Responsibilities**

The Board of Governors is responsible for ensuring that the school complies with its legal duties under equality legislation and promotes a culture of inclusion and respect.

The Headmistress, along with support from the Senior Leadership Team, is responsible for ensuring the implementation of this policy and overseeing DEI provision across the school, including appropriate training and record-keeping.

The Senior Leadership Team ensures that all school policies and procedures reflect our commitment to DEI and that staff are equipped to deliver inclusive education.

All staff (teaching and non-teaching) are expected to uphold the principles of DEI, challenge discriminatory behaviour and language, and contribute to a welcoming and respectful school climate.

Pupils are expected to treat each other with kindness and respect, appreciate differences and take responsibility for their actions.

### **Promoting DEI in Practice**

We promote diversity, equality and inclusion through:

- A broad, inclusive and reflective curriculum
- Diverse representation in teaching materials and resources
- Anti-bullying and safeguarding policies
- Staff training and CPD
- Inclusive admissions and recruitment practices
- Reasonable adjustments for pupils and staff with disabilities
- Assemblies, workshops and visitors that reflect a diverse society

Our code of conduct and pastoral care systems reinforce these commitments and ensure that all members of our community feel safe, supported and respected.

### **Monitoring and Review**

The implementation of this policy is monitored by the DEI Lead and reviewed by the Board of Governors. Feedback from staff, pupils and parents is considered in reviewing our DEI practices.

Regular audits and data collection allow us to evaluate progress, inform training needs and update policy and practice as needed.

### **Complaints and Concerns**

Glendower has a robust Complaints Procedure and Staff Grievance Policy in place. Concerns relating to equality or inclusion will be addressed seriously, fairly, and in accordance with the relevant policy.

### **Review Cycle**

This policy will be reviewed annually, or sooner if required by changes in legislation or school priorities.