



# EPSOM

## COLLEGE

### Equality, Diversity and Inclusion Policy

*Epsom College is determined to continue to create an inclusive environment for everyone in its community.*

Epsom College is dedicated to developing and maintaining a supportive and inclusive culture that promotes equality and diversity, representative of all sections of society, in its drive to eliminate all forms of discrimination. The College is committed to ensuring that all pupils who may be at risk are appropriately mentored and supported during their time at the College. The Head of Equality, Diversity and Inclusion should be kept abreast of all initiatives, concerns, incidents as they relate to the policy statements outlined hereunder.

Our aim is to continue to establish an environment that includes safeguards that demonstrate the value of every individual with the support of an established policy based on the equality legislation – the Equality Act (2010). Embedded in this approach is the will to foster a diverse and confident community, no matter what may be a student's background or characteristics. The College is unreservedly opposed to all forms of unlawful and unfair discrimination, and will seek to prevent bias from having an adverse effect on any individual. The Governors have overall responsibility for this policy. The Head of Equality, Diversity and Inclusion, supported by other staff members, plays an integral role in supporting various initiatives that provide guidance, and give help and encouragement to all. The aim is to nurture an inclusive community for both pupils and staff with inclusive principles interwoven across all aspects of the Epsom community life. Everyone is to have fair and equal access to opportunities at all levels with the values of respect and fairness enshrined at the heart of the College.

This policy applies to both pupils and staff and should be read in conjunction with the following policies:

- Equal Opportunities Policy - Pupils (a copy of which can be found on the website or from the Bursar);
- Equal Opportunities Policy – Staff (copies are included within the Common Room Handbook and the Support Staff Handbook, or from the Bursar).

#### What are the main goals?

**For each student and staff member to be respected, to feel a sense of belonging, and to be able to make a unique contribution to the Epsom College community.**

#### For Pupils - We aim to:

- recognise the international nature of the community and engage in conversations/discussions and observances encompassing British values, cultural diversity, religion and related observances or belief, race, languages, food, disability, socio-economic status, gender, sex, sexual orientation, and any other area where students may feel a sense of otherness;
- identify the challenges faced by pupils with protected characteristics and agree how best these challenges may be addressed;

- design, develop and implement initiatives to encourage inclusion such as Black History week, Lunar New Year celebrations, seminars learning about various religions and related observances, international movie nights, international cuisine week;
- utilise all opportunities to celebrate students with protected characteristics, including those who participate in the sports in which they often excel;
- encourage students from various demographics to participate in the affinity groups so that they have the chance to voice common experiences to each other and concerns to members of staff;
- raise awareness of equality issues to promote understanding, positive attitudes, behaviours in tackling bias, and dignity and respect for everyone;
- utilise the members of the Student Diversity Committee which includes the equality, diversity and inclusion representatives in each house, as well as other tools and methods to promote inclusive events across the college community;
- incorporate the core principles of diversity, equality, and inclusion across tutor activities, house events, chapel messages, assemblies where appropriate in addition to scheduled events;
- encourage an enlightened approach to EDI by seeking to:
  - Abide at all times by College Values, particularly Kindness;
  - Treat people like human beings, not political abstractions;
  - Criticise only to uplift, never to humiliate or belittle;
  - Root everything in love and compassion.

Such an approach seeks to create harmony between pupils whilst encouraging humility and personal character growth. This ensures alignment with the College's values and aspirations.

#### **Curriculum - We aim to:**

- liaise with Heads of Department, Heads of Year and the Chaplaincy to embed Equality, Diversity and Inclusion topics across the curriculum where appropriate – proactively create teaching, learning and feedback environments to prepare students actively to engage in a diverse society;
- ensure staff, in charge of inviting visiting speakers to the College, are aiming for a diversity of voices;
- encourage staff attendance at significant EDI events (ideally at least one rep per department) to facilitate discussions between students and teachers about what was presented;
- identify external trends and recognise best practice, bringing forward ideas designed to increase inclusion, a sense of belonging for all pupils at Epsom College.

#### **Selection and employment - We aim to:**

- ensure all staff regardless of position, whether full-time, part-time or temporary are treated fairly and with respect;
- ensure all staff are given help, encouragement, mentoring and assistance to develop their full potential and utilise their unique talents;
- ensure selection for positions at every level is based solely on merit according to the requirements of the post. An individual's aptitude, ability, availability, dependability, determination, sincerity, trustworthy nature pertinent to the post description, determines the outcome and not age, disability, gender

reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity;

- ensure pupils and staff take on lead roles to coordinate initiatives and projects across departments, houses, and year groups. Implement and manage such initiatives by working collaboratively with both staff and pupils and affiliate community groups, including parents;
- explore how to advertise more widely to attract a diverse pool of candidates – offer work experience, training, mentoring to aid development;
- recognise and value individual differences and contributions by staff and pupils.

#### **Training - We aim to:**

- utilise in-house expertise for CPD training of staff and strategies to enhance the inclusive nature of the community;
- ensure training is provided to staff and students with responsibility to guide the approach in responding to concerns and ensure individuals are equipped effectively to follow established pathways toward fostering good relationships;
- maintain due diligence with all external speakers.

Epsom College Equality, Diversity, and Inclusion policy is fully supported by the Governors, SLT and required representatives.

The policy will be monitored and reviewed every June to ensure that a sense of belonging driven by equality, diversity and inclusion initiatives are continually promoted in the Epsom College community.

**The Epsom College community will support this policy at all levels**