



Equality, Diversity and Inclusion Policy



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Next review	Summer Term 2026	

Brackenfield School is determined to continue to create an inclusive environment for everyone in its community.

INTRODUCTION

Brackenfield 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 school is committed to ensuring that all pupils who may be at risk are appropriately mentored and supported during their time at the school.

Our aim is to continue to establish an environment that demonstrates 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 a person's background or characteristics may be. The school 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 Headmaster has overall responsibility for this policy. The aim is to nurture an inclusive community for both pupils and staff with inclusive principles interwoven across all aspects of the community life. Everyone is to have fair and equal access to opportunities at all levels with the school's values of Kindness, Honesty, Respect, Confidence, Initiative and Perseverance enshrined at the heart of the school.

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 people may feel a sense of otherness.
- Identify the challenges faced by people 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, Eid and Lunar New Year celebrations, seminars learning about various religions and related observances, international movie nights, international cuisine week.
- Utilise all opportunities to celebrate people with protected characteristics, including those who participate in the sports in which they often excel.
- Encourage pupils 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.
- 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 School Values at all times.
 - 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 every individual whilst encouraging humility and personal character growth. This ensures alignment with the school values and aspirations.

CURRICULUM – WE AIM TO:

- Liaise with the Headmaster, Compliance Manager, Teachers, School Council and Governors to embed Equality, Diversity and Inclusion topics across the curriculum where appropriate – proactively create teaching, learning and feedback environments to prepare pupils actively to engage in a diverse society.
- Ensure staff, in charge of inviting visiting speakers to the school, are aiming for a diversity of voices.
- Encourage school trips to EDI events to facilitate discussions between pupils and teachers about what was presented, build cultural knowledge and show support to all backgrounds.
- Identify external trends and recognise best practice, bringing forward ideas designed to increase inclusion, a sense of belonging for everyone at Brackenfield.
- 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 pupils 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.

Brackenfield’s Equality, Diversity, and Inclusion policy is fully supported by the Governors, SLT and required representatives.

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