



EQUALITY, DIVERSITY, INCLUSION

Principles

Luckley House is a School with a Christian foundation and ethos. As such we value every member of the School community and treat everyone with respect.

We adopt a Christian worldview as the basis of our understanding of individual dignity, responsibility, and freedom, and as the root of many of the most important societal values including democracy, liberty, and the rule of law. A Christian understanding informs all the School's policies and there is an explicit commitment to creating an equitable, diverse, and inclusive community.

In line with our ethos, the School actively promotes the love of God expressed in a Christian way of life and fully supports the liberty of pupils and members of staff to live their lives as they choose.

Regulatory and Statutory Obligations

In framing an EDI strategy, the School aims fully to conform to the requirements of the Independent School Standards as laid out in the Education Regulations (Independent School Standards) Regulations 2014, the ISI Inspection Framework, the Equality Act 2010, and both Charity Law and Charity Commission guidelines.

Strategy

A 'whole school approach' characterises the School's EDI strategy. Everyone in the School has a responsibility for equality, diversity, and inclusion.

The EDI strategy reaches into all areas of School life, including:

a. Admissions

We aim to admit pupils from all walks of life and from all sections of society within the School's catchment areas. Admissions procedures are open and transparent and are designed to mitigate any risks of direct or indirect discrimination. Bursaries and scholarships are awarded according to clear criteria reflecting the School's commitment to giving opportunities to as wide a range of pupils as possible and to supporting families involved in Christian ministry.

b. Behaviour

Great care is taken to eliminate any bias in the framing of rules and regulations and to apply the School's disciplinary procedures equitably. The School's behaviour policy is kept under review to ensure it is sensitive to cultural expectations and remains appropriate to changing social norms.

c. Curricular and Co-curricular Programmes

The formal curriculum is adapted to the demands of the National Curriculum and other external programmes of study that form part of the School's overall pattern of academic education. The co-curricular programme aims to develop pupils' talents and interests well beyond the confines of examination syllabuses. In both programmes, emphasis is laid on opportunity and excellence, drawing on a rich diversity of resources and reflecting an open and inclusive perspective. Care is taken to ensure minority experiences are given due prominence and are portrayed positively.

d. Safeguarding

The School's safeguarding policy and procedures include clear definitions of discriminatory behaviour and recognise the particular vulnerability of pupils within minority groups. Every effort is made to ensure that pupils are confident of their acceptance, and comfortable to disclose concerns and seek support whatever their personal circumstances. Staff are well trained.

e. Recruitment

The School aims to employ staff of the highest calibre. Recruitment and professional development procedures are such as to attract applicants from all backgrounds, encourage a commitment to excellence, and ensure an environment free from discrimination and harassment. Policies and procedures are kept under review and their implementation is overseen by the HR Department who are fully conversant with and committed to EDI principles and practices.

f. Community Engagement

One of the principal aims of the School is to foster a sense of community and a commitment to the well-being of others made effective through opportunities to lead and to serve within both the School and the local communities. A number of the School's facilities are used by local and regional organisations and enjoyed by members of the public, and pupils and members of staff are involved in activities outside the School on a regular basis. We have a strong and supportive relationship with parents and alumni, and welcome a variety of visiting speakers into the School throughout the school year.

g. Governance

The Board of Governors is committed to encouraging and enabling the School to flourish and being a force for good in the values it adopts and the example it sets. In accord with the Board's constitution, all governors are Christians, and the Board includes those with the necessary skills and experience to exercise its responsibilities efficiently and effectively. Within these parameters there is a clear commitment to equality, diversity, and inclusion recognising that, as such, a Board will be more representative of society as a whole, and be better equipped to understand the community it serves, oversee the operation and development of the School in ways that will lead to better outcomes, and fulfil its regulatory and statutory obligations.

Conclusion

Luckley House aims to be an exemplar faith school with respect to Equality, Diversity, and Inclusion. We embrace the underlying principles associated with EDI and seek to apply them in such a way as to enable the School to flourish. We regard a Christian worldview as being inherently equitable, diverse, and inclusive, and the School's Christian ethos as a firm foundation on which to rest these principles.

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