



Cleve House International School & Preschool Equality, Diversity & Inclusion Statement

September 2026

For information and guidance and incorporating the school's vision and core values. It forms part of the portfolio of policies designed to keep students safe, happy and cared for.

Status: TBC

Equality, Diversity & Inclusion Statement

Policy Title	Equality, Diversity & Inclusion Statement
Function	For information and guidance and incorporating the School's vision and core values. It forms part of the portfolio of policies designed to keep students safe, happy and cared for.
Status	TBC
Audience	Students, Parents/ Carers, Headteacher, Teachers, Support Staff, Independent Schools Association etc.
Ownership / Implementation	The Headteacher has overall responsibility for ensuring that this policy is implemented.
Implementation Date	October 2022
Review period	Annually
Last Reviewed	March 2024, August 2026,

Cleve House International School & Preschool

Equality, Diversity & Inclusion Policy

Effective from: September 2026

Policy owner: Headteacher

Approved by: Proprietor

Review date: September 2027

History of Most Recent Policy Changes

Date	Page	Change	Origin of Change
September 2026	All	Full review and update of Equality, Diversity & Inclusion Policy	Policy review; current Equality Act 2010 guidance and independent school requirements

1. Introduction

Cleve House International School & Preschool is committed to providing an inclusive, welcoming and respectful environment in which every pupil, member of staff and family is valued.

We recognise and celebrate the diversity that exists within our school community and the wider community in which we live. We believe that every child should be able to feel safe, valued and included and should have the opportunity to achieve their full potential.

Our approach to equality, diversity and inclusion is underpinned by our belief that children come first. We recognise that children are individuals and that treating everyone fairly does not always mean treating everyone in exactly the same way. Some pupils may require additional support, reasonable adjustments or different approaches in order to have an equal opportunity to participate and succeed.

We aim to create a school culture in which differences are respected, discriminatory behaviour is challenged and everyone is encouraged to understand and appreciate the experiences and perspectives of others.

2. Legislative Framework

Cleve House International School & Preschool recognises its responsibilities under the Equality Act 2010 and associated legislation and guidance.

The Equality Act 2010 protects people from discrimination because of the following protected characteristics:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex; and
- sexual orientation.

Not every protected characteristic applies to every aspect of school life. For example, some provisions relating to age and marriage and civil partnership apply differently in an educational setting.

The School will have regard to its legal responsibilities when making decisions about admissions, education, curriculum, behaviour, discipline, school activities, employment and the provision of support.

3. Our Commitment to Equality, Diversity and Inclusion

Cleve House International School & Preschool is committed to:

- providing equality of opportunity for all pupils and staff;
- treating every member of the school community with dignity and respect;
- ensuring that pupils are not unfairly disadvantaged because of a protected characteristic;
- recognising and responding appropriately to individual needs;
- making reasonable adjustments where required for disabled pupils and staff;
- providing an inclusive curriculum which reflects and respects the diversity of society;
- challenging prejudice, stereotyping and discriminatory behaviour;
- promoting positive relationships between people from different backgrounds and with different characteristics;
- ensuring that school activities, trips, clubs and wider opportunities are as inclusive and accessible as reasonably possible;
- listening to pupils and families and taking their views seriously; and
- ensuring that equality and inclusion are considered when developing school policies and making significant decisions.

4. Equality of Opportunity

We want every pupil to have the opportunity to achieve their full potential.

We recognise that pupils arrive at school with different experiences, abilities, needs, backgrounds and circumstances. Equality therefore does not necessarily mean providing exactly the same provision for everyone.

Where appropriate, the School may provide additional support, adaptations or reasonable adjustments to remove barriers to participation and achievement.

This may include, for example:

- additional support for pupils with special educational needs and disabilities;
- reasonable adjustments to enable pupils to participate in lessons, assessments, trips and activities;
- adapting teaching and learning approaches;
- providing additional pastoral support;
- considering accessibility when planning activities and trips; and
- working with parents, professionals and external agencies where appropriate.

5. Curriculum and Learning

The curriculum at Cleve House provides opportunities for pupils to develop an understanding of the diverse society in which they live.

Where appropriate, pupils learn about:

- different cultures and traditions;

- different religions and beliefs;
- significant individuals from a range of backgrounds;
- equality and fairness;
- respect for others;
- different family structures and experiences;
- disability and inclusion;
- prejudice and discrimination; and
- the importance of treating others with dignity and respect.

Teachers are encouraged to use examples and resources that reflect the diversity of society and to challenge stereotypes where they arise.

Our curriculum is designed to encourage pupils to think critically, ask questions and develop respect for different perspectives.

6. Disability and SEND

Cleve House International School & Preschool is committed to ensuring that disabled pupils are able to participate fully in school life.

We recognise that disability can create barriers to participation and achievement and that reasonable adjustments may be required to enable disabled pupils to access education and school activities.

The School will consider individual needs and, where appropriate, work with pupils, parents/carers and relevant professionals to identify reasonable and effective adjustments.

Our approach to SEND is based on understanding the individual child and identifying the support and provision that will enable them to flourish.

7. Race, Culture and Ethnicity

We celebrate the different cultural, ethnic and national backgrounds represented within our school community.

The School does not tolerate racism or racial discrimination.

Pupils are encouraged to learn about different cultures, traditions and perspectives and to develop an understanding that diversity is a positive part of modern society.

Any racist language, behaviour or incidents will be taken seriously and dealt with in accordance with the School's Behaviour and Anti-Bullying Policies.

8. Religion and Belief

The School respects the right of pupils and staff to hold different religious beliefs, philosophical beliefs or no religious belief.

The curriculum provides appropriate opportunities for pupils to learn about a range of religions and beliefs.

We encourage respectful discussion and ensure that pupils understand that people may hold different beliefs and that these differences should be treated with respect.

The School will not tolerate harassment or discrimination on the grounds of religion or belief.

9. Sex, Gender and Sexual Orientation

Cleve House is committed to ensuring that pupils and staff are treated with dignity and respect regardless of sex, gender or sexual orientation.

The School will challenge sexist, homophobic, biphobic or other discriminatory language and behaviour.

Pupils are encouraged to develop respectful relationships and to understand the importance of treating others fairly.

Any concerns relating to discrimination, harassment or bullying will be dealt with promptly and appropriately.

10. Pregnancy and Maternity

The School recognises its responsibilities towards pupils and staff who are pregnant or who are on maternity leave.

Appropriate arrangements and reasonable adjustments will be considered where necessary to ensure that pregnancy or maternity does not create an unfair barrier to education or employment.

Any concerns will be considered sensitively and on an individual basis.

11. Bullying, Harassment and Discrimination

Cleve House International School & Preschool has a zero-tolerance approach to bullying, harassment and discriminatory behaviour.

This includes behaviour relating to any protected characteristic, including:

- racist or culturally discriminatory behaviour;
 - sexist behaviour;
 - homophobic, biphobic or discriminatory behaviour relating to sexual orientation;
 - disability-related discrimination;
 - religious intolerance;
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- discriminatory comments relating to gender or gender reassignment; and
- discriminatory behaviour directed towards an individual's family or background.

Discrimination may occur in person, online, through social media, messaging platforms or other forms of communication.

All staff have a responsibility to challenge inappropriate language and behaviour and to report concerns through the appropriate school procedures.

Incidents will be dealt with in accordance with the School's Behaviour, Anti-Bullying and Safeguarding procedures as appropriate.

12. Admissions and Participation

The School's admissions procedures will be operated fairly and consistently and in accordance with the law.

The School will not unlawfully discriminate against pupils or prospective pupils because of a protected characteristic.

We will consider reasonable adjustments and accessibility requirements where appropriate.

We aim to ensure that pupils are able to participate fully in the opportunities provided by the School, including educational visits, residential trips, clubs, sporting activities, performances and wider school events.

13. Staff

The principles of equality and inclusion apply equally to staff.

Cleve House is committed to fair and equitable recruitment, appointment, professional development and employment practices.

Employment decisions will be based on relevant qualifications, skills, experience, performance and the requirements of the role and will not be unlawfully influenced by a protected characteristic.

The School aims to provide a working environment in which staff feel valued, respected and able to contribute positively to the life of the School.

14. Roles and Responsibilities

The Proprietor

The Proprietor has overall responsibility for ensuring that the School meets its legal responsibilities relating to equality and inclusion and that appropriate policies and procedures are in place.

The Headteacher

The Headteacher is responsible for implementing this policy and ensuring that equality and inclusion are embedded within the day-to-day life of the School.

The Headteacher will ensure that:

- staff understand their responsibilities;
- concerns about discrimination are taken seriously;
- appropriate action is taken when incidents occur;
- reasonable adjustments are considered where appropriate; and
- the policy is reviewed regularly.

All Staff

All members of staff are expected to:

- treat pupils, colleagues and families with dignity and respect;
- challenge inappropriate or discriminatory behaviour;
- avoid stereotyping and discriminatory assumptions;
- support pupils to understand and respect difference; and
- report concerns appropriately.

Pupils

Pupils are expected to:

- treat others with respect;
- value difference;
- avoid discriminatory or offensive language and behaviour;
- challenge bullying appropriately; and
- seek help from a trusted adult if they experience or witness discrimination or bullying.

Parents and Carers

Parents and carers are encouraged to support the School's commitment to equality and inclusion and to reinforce the importance of respect and kindness at home.

15. Monitoring and Review

Equality, diversity and inclusion will be considered as part of the School's ongoing monitoring of:

- pupil achievement and progress;
- attendance;
- behaviour and bullying incidents;
- participation in school activities;
- SEND provision;
- accessibility;
- pupil and parent feedback; and
- staff recruitment and development.

Where appropriate, the School will consider whether particular groups of pupils or staff may be experiencing barriers or disadvantage and whether further action is required.

This policy will be reviewed regularly and updated when there are significant changes in legislation, guidance or the School's provision.

16. Complaints and Concerns

Any pupil, parent, carer or member of staff who believes that they have experienced discrimination or other inappropriate treatment should raise their concern with the Headteacher or another appropriate member of staff.

Concerns will be considered seriously and dealt with in accordance with the School's relevant policies and procedures.

17. Our School Culture

Equality, diversity and inclusion are not regarded as separate from the everyday life of Cleve House.

They are reflected in the way we teach, the way we speak to one another, the way we support individual pupils and the expectations we have for behaviour and relationships.

We want every pupil to know that they belong at Cleve House, that their individual circumstances and identity are respected and that they are encouraged to respect the individuality of others.

Our aim is to ensure that every child can flourish, feel safe and valued, and achieve their potential.

Clare Fraser
Headteacher
Cleve House International School & Preschool

Date: September 2026

Next review: September 2027