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# Hassocks

## **Equality, Diversity & Inclusion Policy**

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**Policy Review Date:**

**Date of Policy: 15 January 2025**

**Next Review due: 15 January 2026**

This Policy should be read in conjunction with:

Admissions Policy  
Accessibility Policy and Plan  
Safeguarding Policy

## **Equality, Diversity, and Inclusion (EDI) Policy**

### **1. Introduction**

LVS Hassocks is committed to promoting a diverse, inclusive, and equitable environment where all members of our community can thrive. We actively celebrate diversity and oppose discrimination based on protected characteristics outlined in the Equality Act 2010, including disability, gender reassignment, age, marriage and civil partnership, pregnancy and maternity, race, religion or belief, gender, and sexual orientation.

Every student at LVS Hassocks deserves an inclusive, supportive, and high-quality education. We are committed to providing a safe, respectful, and welcoming environment where all students feel valued and can reach their full potential. By embracing diversity and removing barriers to learning, we enrich the educational experience and strengthen our sense of community. Through our curriculum, activities, and community involvement, we promote inclusion and belonging for all students, staff, parents, and visitors.

Recognising that inclusion is a continuous process, this policy guides the implementation and maintenance of our EDI principles across all aspects of school life.

### **2. Aims**

This policy is designed to:

- Encourage and support all students—regardless of gender, race, culture, background, or ability—to achieve their highest potential.
- Guide students in becoming active, responsible citizens who understand their own rights and responsibilities and respect those of others.
- Celebrate and value the diversity within our school community.
- Ensure that teaching methods and learning materials are inclusive and do not reinforce stereotypes.
- Build a school environment grounded in social justice and fairness, promoting inclusion, community cohesion, equality, and mutual respect.
- Prevent and eliminate unlawful discrimination based on any protected characteristic.
- Create equal opportunities for success and participation for every member of the school community.
- Commitment to Inclusion

### **3. Principles**

- Actively promote equality, diversity, inclusion, and community cohesion by upholding fundamental British values of democracy, the rule of law, individual liberty, and mutual respect.
- Welcome and respect people of all faiths, races, cultures, and backgrounds, encouraging a culture of understanding and tolerance.
- Stand firmly against extremist views or actions that threaten equality, safety, and British values, and actively challenge any such behaviour.
- Address all forms of discrimination, harassment, and bullying related to protected characteristics, including race, gender, disability, religion, sexual orientation, age, and socio-economic background.
- Expect all staff to challenge any form of harassment, bullying, or harmful behaviour—whether physical or psychological—that leads to exclusion or undermines an individual’s dignity and self-worth.
- Commit to being a ‘listening school’ that values feedback from students, staff, parents, governors, trustees, visitors, community members, and partners, ensuring every voice is heard and respected.
- Promote and protect human rights, particularly the right to education and the right to feel safe within the school community.
- Work in partnership with parents and families to support equality, diversity, inclusion, and community cohesion both within and beyond the school.
- Ensure our policies and practices demonstrate a strong commitment to inclusion through thoughtful resource allocation and collaborative decision-making with parents and stakeholders.
- Create fair and transparent recruitment, training, development, and promotion processes that prevent discrimination and support equal opportunities for all staff.
- Maintain a supportive, safe, and harassment-free workplace where all staff are respected and valued for their contributions.
- Uphold high standards of behaviour to ensure that no member of the school community is subjected to harassment, victimization, or bullying.

### **4. Policy for Students**

#### **Curriculum Access and Representation**

Our curriculum is carefully designed to reflect and celebrate diversity, encouraging students to explore different cultures, identities, and worldviews. This approach promotes understanding, empathy, and mutual respect. We incorporate materials and teaching practices that challenge stereotypes and reflect a wide range of experiences and voices. Annual reviews of our curriculum ensure it remains inclusive and representative of the diverse society in which we live.

#### **Pastoral Care and Wellbeing Support**

We recognise that students' wellbeing is central to their academic success. Our pastoral care system is designed to provide personalised support for students, addressing any social, emotional, or mental health needs. Trained staff are available to offer guidance, and we provide targeted interventions where necessary. This holistic approach ensures that every student feels supported and empowered to participate fully in school life.

## **Support and Reasonable Adjustments**

LVS Hassocks is committed to making reasonable adjustments to support students with disabilities or additional needs. These adjustments may include adapting teaching methods, providing assistive technology, modifying classroom environments, or offering personalised learning plans. We work closely with parents, carers, and placing authorities to identify and implement the most effective support strategies. The school is not legally required to make alterations to the school's physical environment as part of the reasonable adjustment duty. However, the school monitors and reviews the physical environment to consider what reasonable and proportionate steps can be taken to alleviate any substantial disadvantage that may be caused to individual students. Our Accessibility Plan outlines the proactive steps we take to ensure accessibility for all and is available upon request.

## **Reporting Concerns**

We encourage students to speak up if they experience or witness discrimination, bullying, or harassment. Students can report concerns to any member of staff, their form tutor, or through the school's complaints system detailed in the student handbook. All concerns will be addressed promptly, sensitively, and confidentially to ensure that students feel heard and supported.

## **5. Policy for Staff**

### **Commitment to EDI in the Workplace**

LVS Hassocks is committed to fostering a workplace where all employees feel valued, respected, and supported. We recognise that diversity among staff enriches our school community and enhances our educational practices. Our employment policies and procedures are designed to ensure fairness, equal opportunity, and respect for all employees.

### **Professional Development and Training**

We provide regular EDI training and professional development opportunities for all staff to ensure they understand their responsibilities in promoting an inclusive environment. Training covers topics such as unconscious bias, inclusive teaching practices, cultural competence, and safeguarding.

### **Reasonable Adjustments**

We are dedicated to providing reasonable adjustments for staff with disabilities or health conditions to enable them to perform their roles effectively. Adjustments may include ergonomic equipment, flexible working hours, or modified duties. Staff are encouraged to discuss their needs with their line manager or the HR department. All requests are handled with sensitivity and confidentiality.

### **Reporting Concerns**

Staff members are encouraged to report any concerns regarding discrimination, harassment, or inequality through informal discussions, the school's grievance procedure, or directly to the HR department. We are committed to addressing concerns promptly and ensuring a safe, supportive work environment.

## **6. Policy for Parents and Guardians**

### **Engagement and Communication**

Parents and guardians are vital partners in promoting an inclusive school community. We are committed to maintaining open, honest, and respectful communication with parents to support their children's learning and wellbeing. Regular meetings, newsletters, and parent events provide opportunities for families to engage with the school and contribute to our inclusive culture.

### **Inclusive Parental Involvement**

We actively encourage parental involvement in school life, ensuring all families feel welcome and included regardless of background or circumstances. This may include participation in school events, parent workshops, or feedback forums. We strive to accommodate the diverse needs of our families by providing translated materials when requested, accessible meeting spaces, and flexible communication methods.

### **Raising Concerns**

Parents and guardians are encouraged to raise any concerns related to discrimination, bullying, or other EDI-related issues. Concerns can be addressed through direct communication with a member of the Leadership Team or by following the Complaints Policy, available on the school website. We are committed to resolving concerns promptly and effectively while maintaining confidentiality.

### **Supporting Inclusive Practices at Home**

We recognise the importance of consistency between school and home in promoting EDI values. We offer guidance and resources to parents to support discussions about diversity, inclusion, and respect at home. Through collaborative efforts, we aim to reinforce these values both within the school and in students' home environments.

## **7. Policy for Visitors and the Wider Community**

### **Inclusive Environment**

LVS Hassocks is committed to creating a welcoming and inclusive environment for all visitors and members of the wider community. We expect all visitors to uphold the school's values of respect, dignity, and inclusion during their interactions with students, staff, and other visitors.

### **Expectations of Conduct**

Visitors are expected to conduct themselves in a manner that aligns with our EDI principles. Any discriminatory, disrespectful, or harmful behaviour will not be tolerated, and appropriate action will be taken to address any breaches of these expectations. We provide clear guidance to visitors on our behavioural standards to ensure a safe and respectful environment for all.

### **Community Engagement**

We actively engage with local community groups and organisations to promote social inclusion and community cohesion. Partnerships with local charities, businesses, and cultural organisations

provide students with opportunities to participate in community projects, volunteering, and events that celebrate diversity and inclusion.

### **Feedback and Concerns**

Visitors who wish to provide feedback or raise concerns about equality, diversity, or inclusion are encouraged to speak with a staff member or submit feedback through our established channels. All concerns will be handled professionally and confidentially.

## **8. Monitoring and Review**

LVS Hassocks is dedicated to the continuous evaluation of this policy to ensure its effectiveness. We regularly review our practices and collect feedback from students, staff, parents, and visitors to identify areas for improvement. Annual policy reviews allow us to stay current with legal requirements and best practices in equity, diversity, and inclusion.

## **9. Recognition**

Our commitment to inclusivity has been recognised through:

Autism Aware Award (Gold) 2023

Rainbow Flag Award 2023

Centre of Excellence for Inclusion Quality Mark in 2022 and 2023

Gold SMSC Award 2021

Healthy Schools Status 2022

National College Accreditation for Mental health and Wellbeing. 2022 and 2023

## **10. Policy Implementation**

This policy will be shared with all members of the school community and supported by training and awareness programs. By adhering to this policy, we collectively contribute to a positive, equitable, and inclusive environment.

**Date of Implementation: 15<sup>th</sup> January 2025**

**Review Date: 15<sup>th</sup> January 2026**