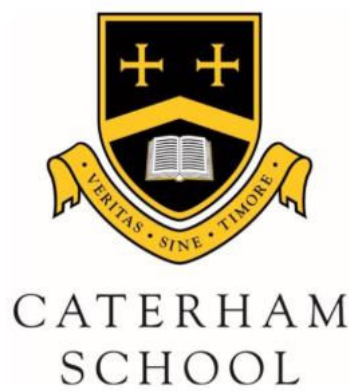


# Equality, Diversity and Inclusion Policy

## Caterham Summer School



Policy Author:

Date Reviewed by Authors:

Next Review Date:

Summer School Manager

Spring Term 2026

Spring Term 2027

## Caterham Summer School

### Equality, Diversity and Inclusion Policy

**Policy Status:** Work Processes, Anti-Bullying, Behaviour, Safeguarding and Child Protection

**Applies to:** All staff, students, volunteers, contractors, visitors and partners

**Author:** Summer School and Holiday Programmes Manager

**Last reviewed:** April 2026

**Next review:** April 2027

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### 1. Policy Statement

Caterham Summer School is committed to providing an inclusive, supportive and respectful environment in which all students and staff are valued and able to participate fully in summer school life.

We actively promote **equality of opportunity, celebrate diversity, and oppose all forms of unlawful discrimination, harassment or victimisation**. This commitment applies to all aspects of the summer school experience, including admissions, teaching and learning, activities, welfare, accommodation, staffing and recruitment.

This policy reflects the principles and commitments of Equality, Diversity and Inclusion (EDI) set out in the Caterham School [Equality, Diversity and Inclusion Policy 2025–2026](#), adapted appropriately for Caterham Summer School.

This policy reflects current statutory guidance and best practice, including the [Equality Act 2010 – GOV.UK](#), [Keeping Children Safe in Education \(KCSIE\) – GOV.UK](#) and guidance published by the [Equality and Human Rights Commission \(EHRC\)](#)

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### 2. Legal Framework

Caterham Summer School complies fully with the [Equality Act 2010 – GOV.UK](#), which protects individuals from discrimination on the basis of the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (staff)
- Pregnancy and maternity
- Race (including nationality, ethnicity and ethnic origin)
- Religion or belief
- Sex
- Sexual orientation

Particular regard is given to the needs of international students and those for whom English is an additional language.

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### 3. Our Commitment

Caterham Summer School is committed to:

- Providing equality of opportunity to all students and staff
- Creating a culture of mutual respect and inclusion
- Removing barriers to participation, access and achievement wherever reasonably possible
- Actively challenging discrimination, prejudice, stereotyping and harassment
- Ensuring welfare and safeguarding practices are inclusive and responsive

Safeguarding arrangements reflect the principles outlined in [Keeping Children Safe in Education \(KCSIE\) – GOV.UK](#)

These commitments mirror those applied across Caterham School and are embedded in Caterham Summer School planning and delivery.

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#### 4. Admissions and Participation

Caterham Summer School:

- Accepts students without discrimination on grounds of race, sex, disability, religion or belief, sexual orientation, gender reassignment or cultural background
- Assesses applications fairly and transparently
- Makes reasonable adjustments to support students with disabilities or special educational needs, where disclosure has been made in advance
- Reasonable adjustments are considered in accordance with responsibilities under the [Equality Act 2010 – GOV.UK](#) and the [SEND Code of Practice: 0 to 25 Years – GOV.UK](#)
- Encourages families to share relevant information to allow appropriate support planning

Students are expected to comply with Caterham Summer School [Student Code of Conduct](#), Caterham Summer School [Anti-Bullying](#), Caterham Summer School [Acceptable Use for Students](#) and Caterham Summer School [Behaviour Policies](#). Students must engage respectfully with others during their stay.

#### 5. Teaching, Learning and Activities

We ensure that:

- Teaching and activities promote positive values of respect, tolerance and inclusion
- Curriculum content reflects diverse perspectives and encourages global citizenship
- Activities are planned to allow inclusive participation wherever reasonably practicable
- Staff receive guidance to challenge discriminatory language or behaviour confidently and appropriately

These expectations align with Caterham School's inclusive educational ethos in the Caterham School [Equality, Diversity and Inclusion Policy](#).

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#### 6. Religion, Belief and Cultural Practice

Caterham Summer School:

- Respects the religious and cultural backgrounds of all students
- Provides accommodation for specific dietary requirements wherever possible
- Approaches collective activities in a manner that respects different faiths and beliefs
- Expects all students to respect the values, routines and rules of the summer school community

#### 7. Disability and Accessibility

Within the constraints of the school site and a short-term summer programme, Caterham Summer School will:

- Take reasonable steps to ensure students with disabilities are not unreasonably disadvantaged
- Assess individual needs on a case-by-case basis
- Liaise with relevant staff (e.g. Boarding Staff, Summer School Matron, Summer School and Holiday Programmes Manager and the Estates team) to plan support
- Review accessibility arrangements as part of ongoing improvement

Accessibility arrangements are reviewed in line with guidance published by the [Equality and Human Rights Commission \(EHRC\)](#)

#### 8. Behaviour, Harassment and Discrimination

Caterham Summer School will not tolerate:

- Discrimination
- Harassment
- Bullying
- Victimisation
- Microaggressions related to protected characteristics

Caterham Summer School recognises its responsibilities under the [Equality Act 2010 – GOV.UK](#) to prevent discrimination, harassment and victimisation.

Any incidents will be taken seriously, recorded appropriately and addressed in line with:

- Caterham Summer School [Behaviour Policy](#)
- Caterham Summer School [Anti-Bullying Policy](#)
- Caterham Summer School [Safeguarding Policy](#)
- Caterham School's wider EDI expectations

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## 9. Roles and Responsibilities

### All Staff

- Promote inclusive practice
- Act as positive role models
- Challenge inappropriate language or behaviour
- Report concerns promptly

### Summer School and Holiday Programmes / Summer School Matron / Boarding Staff

- Oversee implementation of this policy
- Respond to reported incidents of discrimination
- Liaise with parents, staff and relevant professionals
- Ensure this policy is communicated effectively

## 10. Monitoring

This policy is:

- Monitored throughout the summer school programme
- Consideration for revisions is informed by staff, student and parental feedback
- Updated in response to legislation, guidance or significant incidents

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## 11. Related Policies

- Caterham School [Equality, Diversity and Inclusion Policy](#) 2025–2026
- [Equality Act 2010](#)
- Caterham Summer School [Safeguarding Policy](#)
- Caterham Summer School Student [Code of Conduct](#)
- Caterham Summer School [Anti-Bullying](#)
- Caterham Summer School [Acceptable Use for Students](#)
- Caterham Summer School [Behaviour Policy](#)

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## 12. Policy Review

This policy is reviewed annually and revised after or in response to significant change in legislation, guidance or incident.

This policy reflects statutory guidance including the [Equality Act 2010 – GOV.UK](#), [Keeping Children Safe in Education \(KCSIE\) – GOV.UK](#), the [SEND Code of Practice: 0 to 25 Years – GOV.UK](#) and Caterham School best practice

It is due for review in April 2027