RYDE SCHOOL
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Equality and Diversity Statement

Policy date:	September 2026	
Date of next review:	Summer Term 2026-27	
Owner(s):	JCH	
Approval body:	Head Master	
Intended audience:	Pupils, parents and staff	
ISI Regulatory Paragraph No:	NMS 3.1 and 2.7	
Location (tick as appropriate):	Website	✓
	Parent Portal	✓
	Staff Portal	✓
	Inspection folder	✓

The following policy statement should be read in conjunction with the School's stated aims and other policies, listed below, that relate to equality and diversity.

Ryde School is committed to ensuring equality and celebrating diversity in the lives of all members of our community. The School believes and recognises that the diversity of pupils and staff is an asset to the School which is to be valued. The School aims to promote an atmosphere of positive recognition of one another's achievements and contributions, through both the academic curriculum and in the wider life of the School.

The School will not tolerate less favourable treatment of any person on the grounds of their race, gender, age, colour, nationality, ethnic or national origin, disability, sexual orientation, religious or other beliefs, or any other reason which cannot be shown to be justified.

The School aims to provide an educational environment that is open to all pupils, whatever their gender, race or physical ability.

By adopting and implementing our Equal Opportunities Policy we accept our responsibility for addressing and tackling the imbalances which can be caused by disadvantage and discrimination so that we can make sure all pupils and members of staff have equal opportunities. We wish all pupils to have access to all aspects of school life appropriate to them, and to be involved and fully included in our community life. This includes ensuring language, religious, dietary and cultural diverse needs are catered for, for example via offering native language teaching and dietary options that reflect religious belief and personal circumstances.

The School encourages pupils and staff to organise activities, events and societies to promote diversity and critically assess inclusion. As a Round Square School we audit annually our IDEALS which include Democracy and Internationalism, key elements of a diverse and inclusive community.

Our student leadership teams play an active role in the school's EDI strategy. The student-led EARA (Equality and Rights Advocates) group leads the way on the celebration and acceptance of every pupil at Ryde.

Our EDI staff ambassadors help drive the strategy across the different sections of the School, through targeted Personal Development work and opportunities to educate for our global world.

Below are listed some school policies which are relevant to equality and diversity.

- Accessibility Policy – the aim of which is to afford opportunities to visitors, employees and pupils whose access to the School might be impaired in some way.
- Admissions Policy – the aim of which is to identify children who will benefit from an education at Ryde School then process their applications fairly. Pupils from a wide variety of backgrounds, including socio-economically diverse backgrounds, and ethnicities are welcomed.
- Anti-bullying Policy – the aim of which is to make the community aware of and to prevent: emotional, physical, racist, sexual, sexist, homophobic, verbal, cyber or isolation bullying.
- Careers and UCAS Policy – the purpose of which is to ensure all pupils have access to accurate, up-to-date and impartial information free from bias and stereotyping.
- English as an Additional Language Policy – the aim of which is to create a welcoming and supportive environment for pupils for English is an additional language; we also wish to celebrate the skills and knowledge such pupils bring to the school.

- Child Protection & Safeguarding Policy.
- Complaints Policy – the aim of which is to deal fairly with concerns, and to resolve difficulties.
- Curriculum Policy – this policy sets out a broad and balanced curriculum. Our curriculum provides many different options to suit each pupil's abilities. The policy emphasises the need for a differentiated curriculum to suit the wide range and abilities and interests of our pupils.
- Equal Opportunities Policy.
- Academic Enrichment and Scholarship Policy – the purpose of this is to ensure that all learners are developed and inspired and the most able are fully stretched and supported, as well as open up opportunities to those whose socio-economic backgrounds make an education at Ryde otherwise inaccessible.
- Relationships and Sex Education (RSE) and Health Education Policy – the aims of which include education in: relationships, cultural differences, inequality, injustice and prejudice. All elements of the PSHE course are accessible to all pupils regardless of gender, ethnicity or race. It also clarifies our spiritual, moral, social and cultural education. In the context of equality and diversity: we recognise that spiritual development is not just in a religious way but should be through developing an awareness of self and a sense of awe and wonder in the world. We encourage pupils to develop moral knowledge, to know right from wrong and to appreciate and respect that their views may differ from those of others; we encourage pupils to develop social behaviour appropriate to each situation; we encourage pupils to appreciate cultural diversity and to respect other peoples' values and beliefs.
- Recruitment Policy.
- Special Educational Needs Policy – the aim of which is to promote good practice in our detection and management of special educational needs and to explain the support we can provide.
- Teaching and Learning Policy – in this context the aim of this policy is to make teachers aware that we have pupils with different interests and needs, and also that pupils learn in different ways.
- Public Disclosure (Whistleblowing) Policy – which states the School's intention to support a person reporting any malpractice in good faith.