



## Statement on Equality, Diversity, and Inclusion

**“There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus.” Galatians 3:28 (NRSV)**

The United Westminster and Grey Coat Foundation is a diverse group of five schools with roots in the 1570s when certain families in London and Kent decided to start schools for “the poor of the parish”. More recently it provides education through three independent schools and two state funded academies. Our commitment to equality, diversity and inclusion reflects not just the requirements of the Equalities Act 2010 but also our aim to deliver excellent education within the framework of a Christian ethos.

This means we value and respect the life of more than 4,000 students, 800 staff across a wide variety of roles, and many volunteers. We are determined to support a culture where students and staff flourish and grow as individuals. We believe that equality, diversity, and inclusion (EDI) are fundamental for enabling that flourishing for every individual in our communities and are essential values for us to impart as educators.

Our schools are committed to giving EDI ongoing attention and to being challenged to build ever deeper understanding and practice. All the schools are developing local strategies and actions to develop and grow their practice, being diverse in character, context, and student populations. The individual schools’ responses relate to their particular context and values, yet our overall intent is united.

The Foundation is committed to equality, diversity and inclusion throughout its governance structure knowing that giving attention to this is right and the quality of leadership, governance and decision-making will become even stronger.

Trustees and governors take seriously their responsibility to build an organisation which truly values equality, diversity, inclusion and is welcoming to all. We reflect this in our policies and procedures and most importantly in the way we behave to each other. This means we will challenge actions or behaviour that does not aid our intention to be diverse and inclusive. Trustees and governors will always be appointed on merit.

We will act to become more inclusive and diverse by:

- achieving greater diversity within our Board and Governing Body membership and taking positive action on this, including widening our searches.
- gathering data on our existing governance membership and using this to formulate aspirations for future board development.
- encouraging all our schools to continue to develop their strategies and action plans.