



P13: EQUALITY & DIVERSITY POLICY

Rationale

Everyone has the right to be treated with dignity and respect. The Equality Act 2010 prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics – disability; age; race (including colour, nationality ethnic or national origin); religion and belief; sex, sexual orientation, marriage and civil partnership; pregnancy and maternity; gender reassignment. .

The Equality Act 2010 requires us to have due regard to the need to:

- eliminate discriminatory behaviour
- advance equality of opportunity
- foster good relations between people from different equality groups.

The school will therefore be accountable for fostering a diverse and inclusive workplace that values difference and enables everyone to thrive. All leaders will lead by example as inclusive leaders and actively consider during all placement and hiring opportunities advocates for diversity and inclusion. We succeed through inclusion. Our success is underpinned by the diverse background, skills and ideas that we value and embrace. This means that each year the School Improvement and Development Plan will include reference to equality and diversity issues.

We believe that:

- every student irrespective of race, disability, gender, religion and belief, or sexual orientation, is able to achieve high standards and that strategies are in place to address under-achievement and celebrate success.
- every student should have access to the necessary teaching and support required to enable them to fulfil their potential.
- the school's procedures for disciplining students and managing behaviour are fair, effective and equitable.
- Everybody has a responsibility for promoting equality

As an equal opportunities employer we are committed to providing a working environment where all employees are treated with dignity and respect. We will ensure that the school adheres to equal opportunities employment practices and does not discriminate against employees or prospective employees on the grounds of these protected characteristics.

To this end we will:

- develop its systems for recording behaviour to capture all incidents of bullying, harassment of or discrimination against students with protected characteristics.
- review and revise all school policies to ensure that, where necessary, the elimination of harassment, discrimination or victimisation is expressly noted.
- build on existing very effective practice, to review and develop the school curriculum to ensure a wide range of opportunities exist that promote equality and diversity, and challenge prejudice and discrimination.
- endeavour to enhance and develop the skills, knowledge and abilities of existing employees to realise their full potential, irrespective of background or employment status.

Monitoring and Review

The Personnel Committee will monitor this policy on a bi-annual basis and review in March 2023, or earlier if required by legislation.