

Equality and Diversity Policy

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Introduction

The school acknowledges and accepts that everyone has the right to be unique and distinctive with a multitude of differing backgrounds, views, beliefs, preferences, interests, hobbies, ethnicity, cultural following and religious beliefs. We are committed to ensuring that everyone is treated fairly, inclusively accepting individuals' views and preferences with dignity and respect

The aim of this policy is to ensure that there shall be no discrimination towards children, young people, staff, or visitors for any reason including age, race or ethnic origin, creed, colour, religion, cultural beliefs, political affiliation, disability or impairments, marital status, parenthood, sexual gender, or sexual orientation stereotypical beliefs or any other form of prejudice, injustice or discrimination.

Practice by employees

We aim to ensure the school will always be a welcoming educating environment celebrating inclusive and diversity to include celebrating cultural nights, events and diversity with children, young people and staff teams ensuring individual needs are understood accepted and celebrated.

We aim to create a positive environment for everyone to feel welcomed, valued, respected, understood, safe, included with sufficient protocols and procedures to support our objective of absolute equality and diversity with zero-tolerance to any form of shortfalls in practice.

We aim to ensure that we promote equality is always delivered without exception with all staff being with the knowledge and skills to advocate for any person(s) subject to any infringement of this absolute right.

All employees must challenge discrimination and any acts of inequality including disrespectful remarks or any unfavourable behaviour, detrimental acts with a clear understanding everyone has an absolute right to be treated fairly and equally.

The school will understand support children and young people with a range of diverse backgrounds have needs relating to their unique differences such as, personal care, diet, religion, language, and education

The SLT have an obligation to ensure that the promotion of equality becomes a fundamental aspect of practice and will commit to the staff members continued understanding and learning as required supporting the school to develop respect for each other with children, young people and staff advocating for a diverse and inclusive environmentschoo.

All staff will be trained in equality and diversity and their responsibilities for implementation of training in their practice challenging any non-inclusive and discriminatory attitudes or actions.

All staff will support children and young people to recognise and promote inclusivity diversity and their identity.

Children and young people will be protected from acts of discrimination or non-inclusive practice being encouraged and supported to understand their rights and be educated in challenging discrimination.

All staff have a responsibility to make themselves aware of where places of worship are located for all main religions in the locality. They should support children and young people to access places of worship if they choose.

Children and young people will be supported to express their views, wishes and feelings, to explore their individual interests as well as any needs linked to their identity.

The needs and wishes of all children and young people are established, respected, and met as far as reasonably practical inclusive of any special requirements or adjustments for their care that may require external support from services and professionals

The school will support any special dietary requirements that may be influenced by race, religion, or culture.

The school will provide children and young people the opportunities to worship in their chosen faith or religious beliefs encouraging celebrations of religious events and supporting understanding of culture, religion, or beliefs.

The school will support children and young people understanding of any culture or belief supporting their choices and explaining any potential implications for not following any religion, culture or belief with any potential impact on their family or community relationships

Staff will treat all children and young people equally and not reinforce gender stereotypes.

The school will support children and young people native or first language of this is not English providing information translated into the language required.

All children and young people will be supported to access education. The school will advocate for the rights of children and young people and challenge professionals if they feel children and young people are being discriminated against for any reason.

The manager is expected to identify local resources which will contribute to meeting the needs of individuals ensuring assessment and understanding of the child or young person's specific needs are known and met

The school will implement strategies to support inclusivity and diversity to meet the individualise child or young person's needs and identity including food preferences, community and family links. The school will be sensitive with their care for children and young people from ethnic minorities, supporting them to be comfortable with care and planning to where practical maintaining connections with their own community and family connections supporting relationships and identity

The school and all staff will not tolerate any acts of unlawful or unfair discrimination including harassment committed against person(s) because of a protected characteristic

The approach to challenge any discrimination will be specific depending on the circumstances however this must be being professional, clear, and consistent. The concerns must be recorded acted on and reviewed for any lessons learnt or changes required in practice.

Any form of inequality or discrimination either intentional or not must be reported to Headteacher to determine the action taken was appropriate and effective. The Headteacher for all incident with employees must consult with human resources and the director of education to agree the relevant action taken in appropriate, proportionate and effective.

The school will ensure that any current or potential employee is never discriminated against either directly or indirectly whether consciously or subconsciously on the grounds of age, sex, marital status, sexual or gender orientation, race, colour, nationality, ethnic origin, religious belief, disability but physical and non-physical or any other not specified protective characteristic with any practical reasonable adjustment implanted to support the companies inclusive and diverse workforce. All potential employees will receive fair and consistent treatment with suitability on their ability to meeting the requirements for the post with any person(s) assessing suitability for potential employees having appropriate recruitment training to assess potential employees' ethos and values and approach to being inclusive in their role.

The school will maintain a positive working environment for children, young people staff, visitors, or other person(s) connected to the school ensuring everyone no employee feels under threat or intimidated valuing and respecting each other diversity sharing and celebrate our differences.

The school will treat very seriously any breach of this policy with an obligation to report any suspected breach with our overall commitment to value everyone equally and fairly without exception.