



Equality & Diversity Statement

Our Commitment

We are committed to challenging inequality, discrimination, and disadvantage in employment practice. We acknowledge there are differences between people, and we respect and value diversity in employment. We are committed to having a workforce that reflects the diversity within our community. We seek to provide an inclusive working environment that respects the variety of backgrounds, perspectives, values, and beliefs of our employees.

We will do this by:

- Meeting our statutory obligations in regard to age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- Ensuring that we reflect good practice.

Our vision is to ensure that our employees have equality of opportunity in terms of access, participation, contribution, and progression.

All employees and Governors have a personal responsibility to comply with this policy and support our vision by challenging behaviours and attitudes which may counter it.

Fundamental Principles

We will use fair, objective and innovative employment practices which will aim to ensure:

- All employees and potential employees are treated fairly and with respect and that all employment related decisions, such as those relating to recruitment and selection, career progression and personal development are based on specific job related, objective criteria only.
- All employees are free from any kind of discriminatory behaviour which directly or indirectly marginalises any group(s) or individual(s).
- All employees have an equal chance to contribute to the work of the school and to achieve their potential, irrespective of individual characteristics and personal circumstances.
- We make the best possible use of the skills, talents, and abilities of all its employees.
- All employees are provided with the necessary training to fulfil the requirements of their role and support the school in achieving its objectives and meeting its statutory requirements.
- We raise awareness through promoting a diversity and inclusion issues and events within the workplace for example celebrating pride month and different religious festivals.
- We measure our achievements in promoting equality and diversity against planned performance measures.
- Any concerns/issues individuals may raise relating to equality and diversity are addressed promptly and thoroughly.

This statement underpins a range of policies which are in place to support the school in ensuring employees are treated fairly and creating an environment which eliminates discrimination.

April 2025