

EQUALITY & DIVERSITY POLICY

Document control table	
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Date approved:	1/09/2024
Approved by:	Anne Ainsworth
Date of next review:	August 2025

Lord's School

EQUALITY AND DIVERSITY POLICY

Introduction

This Equality and Diversity Policy represents a commitment to a common set of values and objectives and to a consistent approach to communicating, implementing and monitoring the policy.

Aims

We recognise that the public sector equality duty has three aims, and they are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not share it

Lord's School will review how well we achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender reassignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation.)

All of our academies are committed to advancing and achieving equality of opportunity for all students, parents /carers / associated persons, staff, governors and visitors. We believe that all people are of equal value and are entitled to equality of opportunity and that our diversity enriches our community.

Scope

This policy encompasses the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
- marriage and civil partnership

Values, principles and standards

Equality of opportunity is fundamental to good practice in education, in which fairness of opportunity for all is a basic right. This policy is therefore underpinned by the following values, principles and standards:

- equality and social justice
- acknowledging and valuing diversity
- respect for others
- compliance with equality legislation
- elimination of all forms of prejudice and unfair discrimination
- active challenge to stereotypes, prejudiced attitudes and unfair discriminatory behaviour
- commitment to inclusive education which enables and supports all students to
- develop their full potential
- commitment to the positive development of all staff and governors
- commitment to fair and open recruitment processes
- accountability for compliance with this policy by all members of the school,

Equality Objectives

We aim to:

- Ensure that all our policies and processes are fair and help to advance opportunity between staff from all groups.
- Reaffirm that effective leadership and operational delivery on equalities matters is a core competency for the leadership team.
- Ensure that all staff have the appropriate training to support and respect the differing needs of our diverse communities. This is particularly important for those staff members who are working with vulnerable children, and those at risk of social exclusion.
- Seek to ensure that our workforce is representative across all levels, including the highest tiers.
- Create an environment in which employees from across the range of protected characteristics feel satisfied with and supported in their work.

Our services are based on a firm and objective understanding of children's needs and the recognition that, while we would expect all children to receive an equitable standard of service, different children will have differing needs and requirements. As a service provider, we aim to:

- Ensure that staff are aware of current legislation surrounding equality and diversity and understand the school's responsibility
- Promote cultural understanding, awareness and tolerance of different religious beliefs between different ethnic groups.
- Promote mental health awareness and develop appropriate interventions where necessary.
- Actively close gaps in attainment and achievement between students for all groups of students; especially students eligible for Pupil Premium, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.
- Continue to improve accessibility across the school for students with disabilities, including access to specialist teaching areas.
- Monitor the incidence of the use of homophobic, sexist and racist language by students.

Communication of Equality and Diversity Policy

We will take active steps to communicate this Equality and Diversity Policy to all students, parents/carers/associated persons & staff.

Responsibilities and accountabilities

The Headteacher / Head of School is responsible for:

- giving a consistent and high-profile lead on equality and diversity
- advancing equality and diversity inside and outside the school
- ensuring policies and procedures are in place to comply with all equality legislation
- ensuring that the Academies implement its equality and diversity policies and codes of practice

School leaders (for example senior, subject and pastoral leaders) are responsible for:

- putting equality and diversity policies and codes into practice
- making sure that all staff know their responsibilities and receive the support and training necessary to carry them out
- following the relevant procedures and taking action in cases of unfair discrimination, harassment, bullying or victimisation

All staff are responsible for:

- promoting equality and diversity, and avoiding unfair discrimination
- actively responding to any incidents of unfair discrimination, related to protected characteristics perpetrated by students, other staff or visitors
- keeping up to date with equality law and participating in equal opportunities and diversity training

Students are responsible for:

- respecting others in their language and actions
- obeying all of the equality and diversity policies and codes

Monitoring and review

This policy will be reviewed every three years, or as required to ensure it remains compliant with Equality legislation.