



Equality & Diversity Policy

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Contents

	Page
1. Introduction	3
2. Aims	3
3. Values of Equality and Diversity Policy	3
4. Communication of Equality and Diversity Policy	4
5. Responsibilities and Accountabilities	4

1. 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.

2. Aims

Baysgarth School is 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.

This Policy encompasses the following protected characteristics:

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

The aims of this Equality and Diversity Policy are to:

- develop an ethos which respects and values all people;
- actively advance equality of opportunity;
- prepare students for life in a diverse society;
- promote good relations amongst all members of the Baysgarth School community and the wider communities within which we work;
- eliminate all forms of unfair indirect and direct discrimination, bullying, harassment, victimisation or other oppressive behaviour;
- deliver equality and diversity through our School policies, procedures and practice;
- make reasonable adjustments and do our utmost, within available resources, to remove barriers which limit or discourage access to school provision and activities;
- take positive action to provide encouragement and support to individuals and groups whose progress has been limited by protected characteristics, stereotyping and cultural expectations.

3. Values of Equality and Diversity Policy

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;
- accountability for compliance with this policy by all members of the school, Academy communities and others engaged in Academy activities.

4. 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, Governors, partners, stakeholders, contractors and visitors to the Academies.

5. Responsibilities and Accountabilities

The Governing Body are responsible for:

- making sure Baysgarth School follows its Equality and Diversity Policies and codes, and meets its legal responsibilities with respect to equality.

The Head Teacher 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 Baysgarth School implements its Equality and Diversity Policies and codes of practice.

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

- putting Baysgarth School's 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 (teaching and non-teaching) 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 Baysgarth School's Equality and Diversity Policies and codes.