

EQUALITY, DIVERSITY & INCLUSION POLICY

THIS POLICY APPLIES TO ALL AT THE SCHOOL INCLUDING THOSE IN THE EYFS.

EQUALITY, DIVERSITY & INCLUSION POLICY

Gayhurst School is completely committed to equal opportunities and values diversity amongst members of staff, applicants for employment, pupils and parents. It aims to ensure that individuals are treated equally and fairly. Gayhurst School and its staff will not therefore discriminate, directly or indirectly, (except insofar as the law may allow) on the grounds of any protected characteristic or specific characteristic detailed below:

- ❑ culture (including race and skin colour)
- ❑ ethnic or national origin
- ❑ nationality (including citizenship)
- ❑ age
- ❑ gender
- ❑ sexual orientation
- ❑ gender reassignment
- ❑ disability
- ❑ HIV status
- ❑ social class
- ❑ marital status
- ❑ membership of a trade union
- ❑ religion or belief
- ❑ pregnancy or maternity

Promoting equal opportunities is fundamental to the aims and ethos of Gayhurst School. We welcome applications from candidates with as diverse a range of backgrounds as possible. This enriches our community and is vital in preparing our pupils for today's world and demonstrating that Equality, Diversity and Inclusion is both important and enriching. We concentrate on educating the individual, to provide a comfortable and welcoming atmosphere where each individual feels valued, included and can flourish.

We also welcome applications from pupils with special needs and disabilities, and refer parents to our policy covering Special Education Needs (SEN), learning difficulties, and disability as well as our Accessibility Plan.

A transformational Bursary is offered to one child entering Reception each year, in order to make it possible for as many children as possible who meet the school's admission criteria to attend the school and benefit from the education offered; particularly for children from underprivileged or disadvantaged backgrounds who may not otherwise be able to consider the school. Details of our provision for bursaries can be found on our website or obtained from the Bursar's office.

Although Gayhurst School has Christian roots, we do not select for entry nor employment on the basis of ethnicity nor religious belief, and we welcome pupils and staff of all faiths and origins, offering the opportunity for them to practise their own faiths where feasible. In fact, the diversity of religions and ethnicities within the school broadens the pupils' experience and understanding of culture, acceptance, tolerance and harmonious relationships. However, parents should be aware that all pupils are required to wear a Gayhurst school uniform. Requests for variations in the uniform on religious grounds should be made by parents to the Headmaster during the admissions process. Those that are consistent with the school's ethos and its policy on Health and Safety will be considered and

the Headmaster may take expert advice to inform a decision.

All staff play an active role in monitoring the implementation of the school's policy on equal opportunities. The success of the policy depends on the contribution made by all stakeholders, in their own behaviour, in discouraging discrimination, bullying, harassment and victimisation by colleagues, pupils or parents and in encouraging good practice such as providing comparable opportunities and experiences for all children. Use is made of assemblies, PSHE, RS, Drama, English, other lessons and all applicable school activities to:

- ❑ Promote tolerance and inclusion of one another and respect for each other's position within the school community.
- ❑ Promote positive images and role models to avoid prejudice and raise awareness of related issues.
- ❑ Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures. Bias should be recognised.
- ❑ Understand why and how we will deal with offensive language and behaviour.
- ❑ Understand why we will deal with any incidents promptly and in a sensitive manner.

Harassment and exclusion in all or any of its forms is unlawful and unacceptable; our behaviour and anti-bullying policies contain clear procedures for dealing with unlawful discrimination.

Gayhurst School will not tolerate acts which breach these principles and all instances of such behaviour or alleged behaviour will be taken seriously and fully and promptly investigated.

Action by any member of staff that is deemed to contradict this policy or be considered unacceptable renders that person liable to investigation and possible disciplinary action, which may lead to dismissal in the worst case or if the behaviour is contrary to the school's ethos.

A successful equal opportunities policy requires strong and positive support from all stakeholders including parents and guardians, staff and Governors and full acceptance of the school's ethos of tolerance and respect.