

Equality and Diversity Policy

Last Review : February 2018 next review Feb 2021

RATIONALE

At The King's School we firmly hold to the Christian belief that all people are born equal in the sight of God irrespective of colour, race, faith, gender or any other characteristic. As such, we consequently treat all associated with the school – staff, governors, pupils, parents - and the wider community with equal respect and dignity, regardless of their background. Jesus Christ modelled acceptance of all, challenging all people to follow him. He went beyond 'tolerance' and 'respect' by requiring his followers to 'Love your enemies'. As a Christian School we seek to embody such love, as reflected in our whole school virtue of 'Sacrificial Love'.

Staff/Pupil

All members of staff, teaching and support, are aware of the school's policy on equality will treat all children equally. There will be no discrimination of any person, as we pay particular regard to the protected characteristics of the equality act.

Pupil/Pupil

The children will all be taught the fundamental principles of equality and respect and will be expected to interact accordingly, in line with the Christian community we seek to develop.

1. Legal Duties

We are committed to:

- promoting equality of opportunity;
- promoting good relations between members of different racial, cultural and faith groups and communities
- eliminating unlawful discrimination related to sex, race, disability, religion, belief, sexual orientation, pregnancy or those undergoing gender reassignment

2. Guiding Principles

In fulfilling our legal duties listed above, we are guided by three essential principles:

- Every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
- Every pupil should be helped to develop a sense of personal and cultural identity that is confident and yet open to change, and that is receptive and respectful towards others.
- Every pupil should develop the knowledge, understandings and skills that they need in order to participate in modern Britain, and in the wider context of an interdependent world.

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3. The Full Range of School Policies and Practice

We ensure that the principles listed above apply to the full range of our practices, including those that are concerned with:

- pupils' progress, attainment and assessment
- behaviour, discipline and exclusions
- pupils' personal development and pastoral care
- teaching and learning
- admissions and attendance
- the content of the curriculum
- staff recruitment and professional development
- partnerships with parents and communities

4. Responsibilities

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are implemented.

The principal is responsible:

- for implementing the policy
- for ensuring that all staff are aware of their responsibilities and are given appropriate training and support
- for taking appropriate action in any cases of unlawful discrimination.
- to encourage vigilance in how issues are handled in regard to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

All staff are expected :

- i) to deal with incidents that may occur
- ii) to know how to identify and challenge any bias or stereotyping
- iii) to support pupils in their class for whom English is an additional language
- iv) to incorporate principles of equality and diversity into all aspects of their work.

5. Information and Resources

We ensure that the content of this policy is known to all staff and governors, and also, as appropriate, to all pupils and parents.

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All staff and governors have access to a selection of resources which discuss and explain concepts of race equality and cultural diversity in appropriate detail.

6. Named Person

The School Principal (Stephen Beegoo) is the school's named person for dealing with incidents relating to equality and diversity.

The King's School - Equality Objectives

Objective 1:

To challenge any type of intolerant attitude, comment or action that undermines the value or dignity of others.

Objective 2:

To continue to treat all children and adults with courtesy, respect, integrity and dignity.

Objective 3:

To continue to ensure all children have the equal opportunity to progress and achieve .

Objective 4:

To continue to celebrate cultural diversity through our Christian curriculum