



## Equalities and Diversity Policy Statement

<b>Issue Date:</b> Revised March 2019	<b>Review Date:</b> March 2020
<b>Approved by:</b>  <b>Chair of Trustees</b>  <b>School Business Manager</b>  <b>SG HR Lead</b>	

Wynstones School is committed to providing equal opportunities in employment and to avoiding unlawful discrimination in employment or towards any of our stakeholders. In endeavouring to become an equal opportunity organization we intend that no job applicant, working community or pupil shall receive less favourable treatment because of their gender, marital or civil partnership status, sexual orientation, colour, race, ethnic origin, religion, disability or age; nor be disadvantaged by any other conditions or requirements which are irrelevant.

There will be equal opportunities in the recruitment, training and development and promotion of employees, as well as the provision of education to our pupils. The School also strives to ensure that the school environment is free of harassment and bullying and that everyone is treated with dignity and respect as it is an important aspect of ensuring equal opportunities for all.

If any member of our paid working community considers that they have been unfairly treated, they may make a complaint which will be dealt with through the School's grievance procedure or for situations that involve parents and/or their children, the School Concerns and Complaints procedure.

The Trustees and the College of Teachers of the school aims to provide an appropriate and supportive learning experience for all pupils, whatever their colour, origin, culture, gender, religion or ability. The school has high expectations of all pupils.

Wynstones School is committed to a policy of treating all pupils and their parents and potential pupils and their parents as equals. It is central to the school's ethos to respect each person as a valuable and individual human being, each with their own gifts and challenges.

The school aims to provide pupils with the opportunity to learn in an environment free of prejudice. Every opportunity within the school, the community of families and staff and curriculum will be used to create and enhance respect, tolerance and support for all human beings in all their diversity and richness and in particular for each member of the school community. It is the responsibility of all staff to ensure that their conduct with pupils (and colleagues) reflects this respectful attitude at all times.

If any pupil or their parent / guardian feels they have been unfairly treated they should refer to the schools Concerns and Complaints Procedure and Policy (available on the school website).

The success of an organisation depends on people. Capitalising on what is unique about individuals and drawing on their different perspectives and experiences will add value to the way we run the school.

By accessing, recruiting and developing talent from the widest possible talent pool we can gain an insight into different markets and generate greater creativity in anticipating customer needs.

We will constantly strive to create a productive environment, representative of and responsive to different cultures and groups, where everyone has an equal chance to succeed.

We all have a responsibility to embrace and support this vision and must continue to challenge behaviour and attitudes that prevent us from achieving this. Using fair, objective and innovative employment practices, our aim is to ensure that:

- All working members of our community and potential working members of our community are treated fairly and with respect at all stages of their employment.
- All working members of our community have the right to be free from harassment and bullying of any description, or any other form of unwanted behaviour, whether based on sex, trans-gender status, marital status, civil partnership status, pregnancy, race, disability, age, political or religious belief or sexuality.
- All working members of our community have an equal chance to contribute and to achieve their potential, irrespective of any defining feature that may give rise to unfair discrimination.
- The diversity of the communities we serve is reflected at all levels within our community.

### **Gender**

Women and men are fully and properly represented and rewarded for their contribution at all levels of the organisation through:

- Challenging gender stereotypes.
- Supporting working members of our community in balancing their life at work and at home.
- Supporting working members of our community who become pregnant and taking active steps to facilitate their return to work after maternity leave.

### **Trans-gender status**

People who plan to undergo, are undergoing, or have undergone gender reassignment are protected against all forms of discrimination and harassment. The school will take positive steps to support a trans-gender person and ensure they are treated with dignity and respect.

### **Marital status**

People are treated fairly and equally in the workplace irrespective of their marital, civil partnership or family status.

### **Race**

Wynstones School rejects racism in all its forms including all statements in Steiner's work that appear racist or support racism. The racial and cultural diversity of our communities is represented at all levels of the organisation through:

- Challenging racial stereotypes.
- Understanding, respecting and valuing different racial and cultural backgrounds and perspectives.

### **Disability**

The abilities of disabled people are recognised and valued at all levels of the organisation through:

- Focusing on what people can do rather than on what they cannot.
- Challenging stereotypes about people with disabilities.
- Making appropriate adjustments in the workplace to help people with disabilities achieve their full career potential.

### **Age**

Age diversity within the workforce is promoted and valued through:

- Challenging age stereotyping.
- Recognising the benefits of a mixed-age workforce.
- Religion, belief and political opinion
- Religious and political beliefs

People are treated fairly in the workplace irrespective of their religious beliefs and practices or political opinions by recognising individuals' freedom of belief and right to protection from intolerance and persecution.

### **HIV**

Discrimination against an employee or potential employee on grounds that he or she has, or is thought to have, HIV or AIDS is not acceptable, and confidentiality will be respected in line with the wishes of an individual with HIV or AIDS.

### **Sexuality**

People are treated fairly in the workplace irrespective of their sexuality through:

- Respecting different lifestyles
- Challenging negative stereotyping views.

This policy should be read alongside the Behaviour Policy, Schools Grievance Procedure, and Concerns and Complaints Policy and Procedure.

All Procedures are available upon request from the School Receptionist.

<b>Issue Date:</b>	<b>Review Date:</b>
<b><u>Authorised by:</u></b>  <b>Name:</b>  <b>Job title:</b>	<b>Sign:</b>
<b>Date:</b>	