



Kings' School

Equality & Diversity Policy

Policy Reviewed by:	PAY	March 2022
Approved by:	Pupil Support Committee	May 2022
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To be reviewed	Annually	May 2025

Equality and Diversity Policy

1. Introduction

1.1 Kings' School is committed to providing an environment free from discrimination, bullying, harassment and victimisation for all pupils and employees. The school will focus on the well-being and progress of every pupil and employee, providing a dynamic working and learning environment, where all members of the school community are valued equally for their contribution and individuality. Our expectations and aspirations for all those in our school community will consistently promote our mission statements of academic excellence, exceptional character and inspiring futures. We recognise that achieving this will require us all to work together towards this goal, as staff, pupils, parents/carers and governors.

2. Our approach to equality at Kings' School is based on the following key principles:

All employees, pupils (and their families) are of equal value. Whether or not they are disabled; whatever their ethnicity, culture, national origin or national status; whatever their sex and gender identity; whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation. Whatever their marital status; whether they are pregnant or have recently had a baby; whatever their age; whatever their economic status; whether or not English is an additional language; whether or not they are asylum seekers or have refugee status; whether or not they have a connection with HM Armed Forces.

2.1 Working together:

- **We recognise, respect and value difference and understand that diversity is a strength.** We take account of differences and strive to remove barriers and disadvantages which people may face in relation to disability, ethnicity, sex, religion, belief or faith and sexual orientation. We believe that diversity is a strength which should be respected and celebrated by all those who learn, teach, work and visit here.
- **We foster positive attitudes and relationships.** We actively promote positive attitudes and mutual respect between groups and communities different from each other.
- **We foster a shared sense of cohesion and belonging.** We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life.
- **We observe appropriate equalities practice for our staff.** We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including recruitment and promotion and in continuing professional development.
- **We have the highest expectations of all our pupils.** We believe that all pupils can make good progress and achieve to their highest potential.
- **We work to raise standards for all pupils but especially the most vulnerable.** We believe that improving the provision of education for the most vulnerable groups of pupils results in better outcomes for the whole school.

The school collects equality information that is used to monitor these aspects of our practice including: safeguarding, inclusion and pupil progress information.

3. Purpose

- 3.1 The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics known as protected characteristics. This means that schools cannot discriminate against pupils or treat them less favourably because of their sex, race, disability, religion or faith, gender reassignment, sexual orientation or on grounds of maternity. Age, marriage and civil partnership are also protected characteristics identified by the Act but are not part of the school provision related to pupils.

4. The Act requires all public organisations, including schools, to comply with the Public Sector Equality Duty and:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups.

And to:

- Publish information to show compliance with the Equality Duty
- Publish equality objectives, at least every 4 years, which are specific and measurable.

This policy will describe how the school will meet these statutory responsibilities in line with national guidance. It will include, as an Appendix, the school's Equality Objectives for the following four years.

5. Policies and Documentation

- 5.1 This Equality and Diversity Policy is the key document describing how the school will meet its Public Sector Equality Duty. The school's approach to equality and diversity is also reflected in other policies including those relating to behaviour, admissions, pupil support, SEN, trips & activities and anti-bullying. The Equality Act also refers to schools in their role as an employer and the way the school complies with this is described in the recruitment policy and the staff handbook. Equality and diversity information can additionally be found in the school improvement plan, self-evaluation reviews, the school prospectus, on our website and in our newsletters.
- 5.2 We also have a specific and separate Transgender Policy.

6. Roles and Responsibilities

- 6.1 Kings' School expects all members of the school community and visitors to support our commitment to promoting equalities and meeting the requirements of the Equalities Act. Specific responsibility lies with:
- Governing Body – responsible for ensuring that the school complies with legislation and that this policy, associated procedures and action plans are implemented. Each Committee of the Governing Body will keep relevant aspects of the school's commitment to the Public Sector Equality Duty under review including standards, curriculum, admissions, exclusions, staffing issues, staff recruitment and the school's physical environment.
 - Headteacher – responsible for the implementation of this policy, for ensuring that all staff and pupils are aware of their responsibilities and are given appropriate training and support. The Headteacher is responsible for taking appropriate action in any cases of unlawful discrimination. The Headteacher, through the Leadership Team, will monitor the outcomes of this policy and report to the Governing Body.
 - Teaching and Support Staff – will ensure that all pupils are treated fairly, equally and with respect and will maintain awareness of the school's Equality and Diversity Policy.
 - All staff will challenge prejudice and discrimination and will deal fairly and professionally with any prejudice related incidents that may occur. Serious incidents will be recorded and drawn to the attention of the Headteacher.
 - Staff will plan and deliver curricula and lessons that reflect the school's ethos and principles, for example, by providing materials that reflect positive images of race, disability, faith and sex.
 - Staff will support different groups of pupils through differentiated planning and teaching to maintain the highest expectations of success for all pupils.
 - Visitors – all visitors to the school, including parents and carers and contractors, are expected to support our commitment to equalities and comply with the duties set out in this policy.

Where necessary, we will provide guidance and information, for example in school newsletters, to enable them to do this.

7. Discrimination

7.1 Discrimination on grounds of race, sex, disability, sexual orientation or other factors such as socio-economic status can take many forms including verbal or physical abuse, name calling, exclusion from groups, jokes and graffiti. This can be described as harassment, is unacceptable and is not tolerated within the school environment. The types of behaviour that can be construed as being discriminatory include:

- physical assault against a person or group because of their colour, ethnicity, nationality, disability, sexual orientation or sex;
- use of derogatory names, insults and jokes;
- racist, sexist, homophobic or discriminatory graffiti;
- provocative behaviour such as the wearing of racist, sexist, homophobic or discriminatory badges or insignia;
- bringing discriminatory material into school;
- verbal abuse or threats;
- incitement of others to discriminate or bully due to the victim's race, cultural heritage, disability, sex or sexual orientation;
- refusal to cooperate with others on the grounds of race, sex, disability, religion or sexual orientation.

At Kings' School, we intend that our policies, procedures and activities should promote positive attitudes and interaction between groups and communities different from each other whilst also providing an environment where there is an absence of harassment, victimisation and discrimination in relation to any protected characteristics.

8. Responding to and reporting incidents

8.1 Instructions for the management of bullying are contained within the Anti-Bullying Policy. Bullying that is perceived as discriminatory as described above must be reported to the Headteacher and may be required to be reported to the Local Education Authority.

Kings' School Equality Objectives 2024

Our Equality Objectives can be found at:

<https://kings-hants.com/app/uploads/2025/02/Equalities-Objectives-2024.pdf>