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## **RATIONALE & PRINCIPLES**

BSF is committed to providing equal opportunities to all pupils, staff, applicants and other members of the community in a safe, happy environment where all can succeed and where cultural diversity is celebrated.

We aim to ensure that there is no discrimination of any kind on grounds of gender, race, colour, creed, ethnic or national origin, disability, religion, cultural background, sexual orientation, marital status or age.

Any behaviour, comments, attitudes or actions which undermine or threaten an individual's self-esteem on these grounds will not be tolerated.

All staff, students and other members of the community shall respect this policy and promote the values contained herein.

## **AIMS & OBJECTIVES**

Our schools shall:

- Ensure that all pupils and staff contribute to creating a happy, safe, caring environment by showing respect for and appreciation of all members of our community.
- Ensure that complaints or evidence of failure to comply with this policy will be dealt with promptly and fully investigated
- All forms of discrimination (whether direct, indirect, victimization or harassment) will be treated seriously
- Enhance and develop the skills, knowledge, and abilities of existing staff and pupils to realize their full potential, regardless of background
- Equip staff and pupils with the skills to provide personal solutions and practices and to promote anti-discriminatory behaviour generally
- Ensure that our admission and recruitment procedures do not permit discriminatory grounds to be used as criteria for admission or hiring
- Ensure that our curriculum is broad and balanced and avoids stereotypes
- Monitor our admissions and employment practices regarding composition of staff, recruitment trends, promotion patterns, use of complaints procedures, matters of grievances, disciplinary procedures, use of sanctions.
- Ensure appraisals and exit interviews are used to provide further helpful information and feedback.

## **IMPLEMENTATION**

### **The Curriculum**

Each curriculum subject or area will be kept under review in order to ensure that teaching and learning reflect the principles set out above.

## **Roles and Responsibilities** □

This policy and its related procedures are to be implemented and abided by staff. □

The headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination. □

A senior member of staff has day-to-day responsibility for coordinating implementation of the policy.

All staff are expected to:

- promote an inclusive and collaborative ethos in their classroom;
- deal with any prejudice-related incidents that may occur;
- plan and deliver curricula and lessons that reflect the principles above;
- support students in their class for whom English is an additional language;
- keep up-to-date with equalities legislation relevant to their work;
- prevent discrimination, harassment and victimisation to occur within the school

## **Religious observance**

We respect the religious beliefs and practice of all staff, students and parents, and comply with reasonable requests relating to religious observance and practice.

## **Staff development and training**

We ensure that all staff, including support and administrative staff, receive appropriate training and opportunities for professional development, both as individuals and as groups or teams.

## **Breaches of the policy**

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Headteacher.

## **Monitoring and evaluation**

We collect, study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate.

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**Approved:** July, 2015

**Next review:** July, 2016