



EQUALITY AND DIVERSITY POLICY

Version number	2.1	Date	January 2025
Adopted by	Senior Leadership Team	Date	Spring 2025
Approved by Advisory Body on			
Next review due by	Spring 2029		

Other relevant policies:

Risk Assessment Policy

Accessibility Plan

PSHE curriculum and policy

Relationships and Sex Education curriculum and policy

SMSC (including British values) curriculum and policy

Countering Bullying (including Cyberbullying) policy

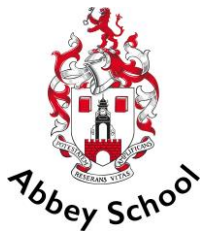
Supporting Pupils with Medical Conditions policy

Safeguarding Children and Young People in Education policy

Compliments and Complaints policy

Staff Disciplinary policy and procedure

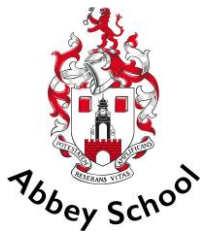
Behaviour policy



Abbey School

Contents

1. Aims.....	2
2. Legislation and guidance.....	2
3. Roles and Responsibilities.....	2
3.1. Proprietor and Advisory Body.....	2
3.2. Principal.....	2
3.3. Staff.....	3
4. Eliminating discrimination.....	3
5. Advancing equality of opportunity.....	3
6. Fostering good relations.....	3
7. Equality considerations in decision making.....	3
8. Equality objectives.....	3
9. Monitoring arrangements.....	3



1. Aims

Abbey School aims to be a place where everyone feels welcomed and valued. It aims to meet its obligations under the Equality Act 2010 by having due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it. A protected characteristic being:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

Our school's overall values are underpinned by our statutory duties under the Equality Act 2010. We are dedicated to ensuring that every pupil receives an education that offers them the best chance at fulfilling their potential, and to promoting mental wellbeing amongst our pupils. We are committed to supporting and celebrating all pupils' individual identities. We have developed this policy to provide a clear framework for how we will achieve our school's aims

2. Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#)
- [Human Rights Act 1998](#)

This document is also based on the Department for Education (DfE) guidance:

- [The Equality Act 2010 and schools](#)

3. Roles and Responsibilities

3.1. Proprietor and Advisory Body

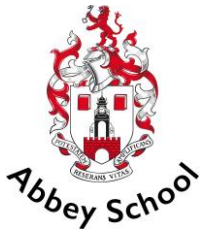
The proprietor and advisory body will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the Principal

3.2. Principal

The Principal will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Review and amend this policy, taking into account new legislation and government guidance, and previously reported incidents, in order to improve procedures
- Monitor success in achieving the objectives and report back to the advisory body



3.3. Staff

All staff will be expected to have regard to this document and to work to achieve the objectives as set out in [Section 8](#) by acting as role models for equality, diversity and inclusion across the whole school community.

Any staff member who deliberately and knowingly contravenes this policy may be subject to formal disciplinary action

4. Eliminating discrimination

The school is committed to the promotion of equal opportunities for every member of the school community, is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff are reminded of their responsibilities under the Equality Act 2010 and receive training as part of their induction.

5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they may have.
- Taking steps to meet the particular needs of people who have a particular characteristic.
- Encouraging people who have a particular characteristic to participate fully in any activities.

6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Teaching in the PSHE curriculum different types of families, differences and similarities between ourselves and other people.
- RSE curriculum creating positive culture around issues of sexuality and relationships and teaching about appropriate behaviours and where relevant, with reference to the law.

7. Equality considerations in decision making

The school ensures it has due regard to equality considerations whenever significant decisions are made.

8. Equality objectives

- To ensure that each member of our school community is valued as an individual.
- To ensure that all staff promote positive attitudes towards equality and challenge prejudice.
- Train all members of staff involved in recruitment and selection on equal opportunities and diversity.
- To enable pupils to appreciate and value difference and diversity.

9. Monitoring arrangements

The Principal will update the equality information we publish, at least every year.

This document will be reviewed by the senior leadership team at least every four years.

This document will be approved by the Advisory Body