

John Colet Equality and Diversity Policy

Date policy was agreed	July 2007
Date policy was reviewed	November 2010
Date reviewed by Governor Advisor	September 2010
Date reviewed by Parents	
Date reviewed by the Governors	
Governors body responsible for the review	Curriculum Committee
Senior Leadership Team Member accountable for writing and reviewing the policy	Mr C McLintock/Mr C Measures

Consultants: School Governor (Liz Lawrence), Mrs. C. McLintock (Headteacher), Mr C Measures (Assistant Headteacher), BCC Model Guidance and Year Councils.

Monitoring and Reviewing

This policy will be formally reviewed every 3 years.

Ongoing monitoring of actions and impacts/outcomes will be as follows :

- Regular, usually fortnightly, meetings between SLT member accountable and the Headteacher.
- Report to the governors as part of Community Cohesion feedback through the Curriculum Committee.
- An assigned governor will report back to the governing body annually, following a review with the SLT member responsible for Community Cohesion. This will include an assessment against relevant aspects of the school's SIP and SEF.

Purpose

The purpose of this policy is to encourage positive attitudes to gender, disability, cultural diversity and special needs of any kind. In addition it is to encourage the empowerment of individuals so that they take the opportunities available irrespective of their gender (including trans people), race, social background, age, disability, religion or sexuality.

Learning Aims

All members of the school community need to think about what they can do to achieve equality, which is not about treating everyone the same, but recognizing differences and treating each other with fairness and respect.

Definitions

- "Equality" is the principle of equal treatment for all people irrespective of their gender, ethnicity, disability, religious belief, sexual orientation, age or any other recognised area of discrimination.
- "Diversity" is the acceptance that we are all different but we are all equal. Diversity focuses on valuing and celebrating the strengths in people's differences.

Objectives

- Develop the school community as an environment where people are valued and respected

- Engage with the school community and other stakeholders to ensure an inclusive service provision
- Provide equality of opportunity in our employment practices and training opportunities for staff
- Provide information for everyone by making it available in different formats and languages if requested
- Use of our connections with external agencies to help us to deliver more inclusive services
- Ensure new buildings and major refurbishment will take into account current accessibility legislation
- Take complaints about inequality seriously
- Make staff, students and all stakeholders aware of the mechanisms for reporting incidents of discrimination or unfair practice

Implementation

Refer to the Equality and Diversity Scheme.

Linked Policies

Racial Equality Policy

Community Cohesion Policy

Behaviour for Learning Policy

Attendance Policy

Learning and Teaching Policy

SEN Policy