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# EQUALITY AND DIVERSITY POLICY

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**South Lee School**

**Reviewed by: M. Watch (Headmaster)**  
**Date: September 2016**

## **SOUTH LEE EQUALITY AND DIVERSITY POLICY**

The Equality Act (2010) deemed illegal any act by an employer to discriminate (directly or indirectly) in recruitment, promotion, training and terms and conditions of employment on the grounds of sex, race, disability or marital status.

South Lee respects and values all of its employees and pupils and will not tolerate discrimination of any kind that is unjustified.

The community in and around Bury St Edmunds is growing, not only in number but also in a multicultural and multiracial sense. South Lee School takes a determined stand against racism and all forms of intentional discrimination on the grounds of ethnic origin, religion, gender or disability.

### **Aim: Staff**

To ensure that equal opportunities are provided at South Lee School for pupils, staff and prospective employees, irrespective of race, religion, nationality, gender, disability or age.

### **Method**

By seeking to focus on the needs and strengths of each individual and by assisting all members of the school to develop to their full potential.

### **Appointments and promotion:**

Our main concern is to select the person with the most potential to do the job of work.

In this respect: all advertised posts should have a clear job description;  
the expectations of the School should be clearly stated;  
appointments should follow fair procedures in short-listing and interviewing.

### **Aims: Pupils**

- ❖ To prepare our pupils for living in a multicultural society by helping them to understand and value the positive contribution made to our society by a variety of cultures.
- ❖ To make our pupils aware of racism and to establish a school community that allows all pupils, irrespective of their ethnic origin, to achieve the level of success they deserve.
- ❖ To promote equality of opportunity for all.
- ❖ To provide a safe and welcoming environment for all members of our school.
- ❖ To provide a curriculum that promotes the positive aspects of a wide range of cultures.
- ❖ To instil in all our pupils a sense of good citizenship.
- ❖ To promote fundamental British values of tolerance, inclusion, democracy and rule of law.