



Cheadle Hulme School

EQUALITY AND DIVERSITY POLICY

**This Policy is applicable to all staff and pupils,
including those in the EYFS setting.**

**Please follow this link for the relevant procedure on the School's intranet:
Accessibility Plan; Disability Procedure; Pupils for whom English is an Additional
Language**

Cheadle Hulme School recognises that its staff and pupils originate from diverse backgrounds. The School is committed to equality of opportunity for everyone in the School community. It will promote behaviour that is respectful, considerate and caring and which celebrates the differences between individuals. The School will be mindful of the types of direct and indirect discrimination which can occur and strive to prevent them from occurring.

The School will challenge, and take appropriate action against, any behaviour which discriminates against anyone on the grounds of their age, colour, ethnicity, gender, nationality, race, religion or sexual orientation.

The School will ensure that:

- it complies with all current statutory requirements including those in relation to promoting equality and preventing discrimination;
- all other policies are based on the principles of fairness and have reference to this policy;
- it employs staff fairly and provides equal access to training and development opportunities;
- staff are promoted according to transparent and appropriate criteria;
- everyone is encouraged to respect others;
- everyone's understanding of other backgrounds is developed;
- pupils are prepared for living in a multicultural society;
- diversity is seen as a positive advantage;
- the whole curriculum provides equality of access;
- the curriculum promotes positive attitudes and avoids reinforcing stereotypical views of gender, age, religion, sexuality etc.;
- staff and pupils are aware of the types of behaviour which can be discriminatory and everyone recognises and accepts their own role in preventing such behaviour from occurring;
- those from minority groups are allowed to retain their cultural identity.

For further information please see:

1. *the School's Differentiation Policy, Learning Support Policy, Assessment and Marking Policies, Access and Disability Policies, for details of how we ensure access to, and progress through, our curriculum for all pupils*
2. *the Behaviour Management; Pastoral Care and Anti-Bullying Policies for more information about actions taken by the School for dealing with unacceptable behaviour.*
3. *the "Dignity at Work Advice and Procedures" document for a more detailed account of our policy with regard to employment*

Date of approval by Governors:

July 2016

Date of approval by Head and Second Master

July 2016

Proposed review date:

June 2017

Governor Group responsible:

Legal and Compliance

SLT member responsible:

Deputy Head Pupil Progress & Welfare &
Human Resources Manager

Relevant Procedure:

Accessibility Plan;
Disability Procedure;
Students for Whom English is a Second Language