

SOUTH DARLEY C.E.
PRIMARY SCHOOL



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SOUTH DARLEY C of E PRIMARY SCHOOL EQUALITY AND DIVERSITY STATEMENT

Person/Committee responsible for reviewing/updating this plan	Headteacher
Policy Number	PN201
Date First Issued	12.11.16
Date of Next Review	Term 1 2024

Date of Review	Governors Meeting Reference Number	Approved by name	Comments
28.11.16	FGB28112016.18.8	A Jordan	

South Darley CE Primary School

Equality & Diversity Statement

We serve a diverse people. That is a society made up of men and women; of people of different races, cultures and religions; of people with and without disabilities; of young people and older people; of straight and gay people; of people with and without caring responsibilities; and of people with many other differences. We recognise, respect and value that diversity and will strive in all that we do to serve the interests of people from all sections of society. We will also strive to become a school that reflects more fully the diversity of the society we serve and truly values the contributions which employees and pupils from all sections of society make to our work.

In particular we will:

- In the development of our policies, take account of the interests of all sections of society; and
- Ensure that wherever possible the services we provide meet the needs and expectations of all our service users; and seek to influence others with whom we work, or from whom we purchase goods and services, to share our commitment to valuing the diversity of our society.

We will:

- Provide real equality of opportunity in the recruitment, development and promotion of all our employees irrespective of; race, nationality, colour, ethnic or national origins, religion, sex, marital status, disability, sexual orientation, age, gender reassignment, work pattern, membership or non-membership of a Trade Union or any other reason which is irrelevant to the employee's ability to do the job;
- Eliminate unfair discrimination and harassment in our workplace;
- Extend family friendly working practices;
- Develop all our employees and pupils to their maximum potential and make the best use of their different talents;
- Offer positive action training and development where appropriate; and
- Consult employees and pupils about how we can improve equality of opportunity and support diversity.

We will set ourselves goals with measurable outcomes to assess our progress towards becoming a diverse school providing excellent education and services to all sections of society that we serve. We hold ourselves accountable for their achievement.