

Equality and Diversity Policy



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Review Dates and Approval

To ensure the effectiveness of the policy, it will be closely monitored and will be formally reviewed and revised in light of any legislative or organisational changes.

This policy is reviewed by the Resources Committee and then approved by the Full Board of Governors (including the Chair of Governors and the Head(s)).

Last reviewed/approval: Spring Term 2026

Next review/approval: Autumn Term 2027

Equality and Diversity Policy



1. Policy Statement

The Grange School is committed to promoting equality, diversity and inclusion across our whole community. We aim to ensure that every pupil, employee, volunteer, governor, parent and visitor is treated with dignity, valued for their individuality, and supported to participate fully in school life.

We will eliminate unlawful discrimination, advance equality of opportunity, and foster good relations as required by the Equality Act 2010. We also recognise our enhanced duty under the Worker Protection (Amendment of the Equality Act 2010) Act 2023 to take reasonable steps to prevent sexual harassment within our organisation.

Equality, diversity and inclusion are essential to our values, culture and educational mission.

2. Scope

This policy applies to:

- All staff (permanent, temporary, agency and contracted personnel)
- Governors
- Volunteers
- Contractors and service providers
- Pupils and prospective pupils
- Parents, carers and visitors engaging with the School

It covers all aspects of school life, including employment, pastoral care, teaching and learning, admissions, behaviour, enrichment, partnership working and decision-making.

3. Legal Framework

This policy is supported by the following legislation and duties:

- Equality Act 2010
- Worker Protection (Amendment of Equality Act 2010) Act 2023
- Employment Rights Act 1996
- Data protection legislation (for handling EDI-related data)
- Independent School Standards and relevant regulatory guidance

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The School recognises the nine protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

4. Our EDI Commitments

We will:

4.1 Eliminate discrimination

- Prevent all forms of direct, indirect, associative and perceived discrimination
- Prevent harassment, including sexual harassment, bullying, victimisation and discriminatory conduct
- Act promptly to address concerns or complaints

4.2 Advance equality of opportunity

- Remove or minimise disadvantage
- Meet different needs where appropriate
- Enable full participation through reasonable adjustments for staff and pupils with disabilities or long-term health need

4.3 Foster good relations

- Promote understanding, respect and positive relationships across all groups
- Challenge stereotypes and prejudice
- Celebrate diversity in all areas of school life

5. Responsibilities

5.1 Governing Body

- Holds strategic responsibility for compliance with equality legislation
- Reviews EDI metrics and progress annually

5.2 Senior Leadership Team

- Leads the School's EDI strategy
- Ensures policies, culture and systems support equality and inclusion
- Allocates resources to enable implementation

5.3 Managers and Team Leaders

- Model inclusive leadership
- Ensure fair and transparent processes
- Support staff who raise equality concerns

5.4 All Staff

- Treat others with dignity and respect
- Challenge discriminatory behaviours
- Participate in required EDI and safeguarding training

5.5 Contractors and Visitors

- Are expected to uphold the School's EDI standards while on site or working on behalf of the School

6. Inclusive Recruitment, Progression & Development

We will ensure:

- Fair, transparent and inclusive recruitment processes
- Use of objective criteria, structured interviews and trained panel members
- Consideration of diverse applicant pools
- Reasonable adjustments at all stages of employment
- Equitable access to CPD, progression and leadership opportunities
- Monitoring of recruitment and workforce trends to identify and address disparities

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7. Reasonable Adjustments

The School will make reasonable adjustments to remove disadvantage for:

- Disabled employees
- Disabled pupils
- Applicants and visitors with relevant needs

This includes adjustments to: working arrangements, assessment methods, physical environments, communication formats, and use of assistive technologies.

8. Preventing Harassment and Sexual Harassment

The School has a proactive duty to prevent sexual harassment and hostile work environments.

To meet this duty, we will:

- Provide regular training to all staff
- Maintain accessible, confidential reporting routes
- Carry out culture monitoring and risk assessments
- Take swift action where concerns arise
- Maintain a separate Harassment, Bullying & Sexual Harassment Prevention Policy setting out definitions, procedures and sanctions

Cross-reference: *Harassment, Bullying & Sexual Harassment Prevention Policy*.

9. Curriculum, Culture & School Life

We will:

- Provide a broad and diverse curriculum that reflects modern Britain and global perspectives
- Ensure resources and teaching approaches promote inclusion
- Support pupil voice and leadership opportunities across all groups
- Challenge discriminatory language, behaviours and attitudes
- Celebrate a wide range of backgrounds, cultures, identities and achievements

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10. Data, Monitoring & Reporting

The School will collect, monitor and review EDI-related information (appropriately anonymised and compliant with data-protection law) to:

- Understand diversity of the workforce and pupil body
- Identify disparities or barriers
- Review incidents, concerns and complaints
- Inform training priorities and EDI objectives

We will report progress to Governors annually.

11. Raising Concerns

Any concerns relating to discrimination, inequality or harassment can be raised with:

- Line Manager
- HR
- Chief Operating Officer
- Designated Safeguarding Lead (where relevant)
- Whistleblowing channels (for protected disclosures)

Complaints will be treated seriously, confidentially and investigated under the appropriate procedure.

12. Review of Policy

This policy will be reviewed every two years, or earlier if required due to changes in legislation, regulatory expectations or organisational needs.

13. Related Policies

- Harassment, Bullying & Sexual Harassment Prevention Policy
- Staff Code of Conduct
- Whistleblowing Policy
- Safeguarding & Child Protection Policy
- Recruitment & Selection Policy
- Disability (Reasonable Adjustments) Guidance