



BERKHAMPSTEAD SCHOOL AND DAY NURSERIES

Equality and Diversity Policy

This policy applies to all staff, pupils, governors, parents, contractors, volunteers and visitors at Berkhampstead School and Day Nurseries.

This policy sets out the School's commitment to equality, diversity and respect throughout the School community. It supports the School's aim to provide a welcoming and supportive environment in which every individual is valued and treated with dignity and respect.

This policy should be read in conjunction with the following School policies and procedures:

- Safeguarding and Child Protection Policy
- Staff Code of Conduct
- Behaviour Policy
- Anti-Bullying Policy
- SEND Policy
- Accessibility Plan
- Recruitment and Selection Policy
- Complaints Policy
- Admissions Policy

The School is committed to ensuring that no member of the School community is unlawfully discriminated against, harassed or victimised and that equality of opportunity is promoted across all areas of school life.

Aims

The School aims to:

- Promote equality, diversity and inclusion throughout the School community.
- Foster a culture of respect, kindness, understanding and belonging.
- Ensure that all pupils have equal access to learning opportunities and can achieve their potential.
- Eliminate unlawful discrimination, harassment and victimisation.
- Encourage positive relationships between individuals from different backgrounds and experiences.
- Ensure that policies, procedures and practices support fair and equitable treatment.
- Create an environment where differences are valued and celebrated.
- Support pupils in preparing for life in modern Britain and a diverse society.
- Meet the requirements of equality legislation and the Independent School Standards.

Protected Characteristics

The Equality Act 2010 identifies the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The School is committed to treating all individuals fairly and with respect regardless of any protected characteristic.

Responsibilities

The Governors and Senior Leadership Team have overall responsibility for ensuring that this policy is implemented, monitored and reviewed effectively. This includes:

- Promoting an inclusive and respectful school culture.
- Monitoring compliance with equality legislation.
- Ensuring policies and procedures are applied fairly.
- Responding appropriately to incidents of discrimination, harassment or victimisation.
- Providing appropriate staff training and guidance.
- Reviewing policies and practices to identify and remove barriers where reasonably practicable.

Staff Responsibilities

All staff are responsible for:

- Treating all members of the School community with dignity and respect.
- Promoting equality and inclusion through their conduct and professional practice.
- Challenging inappropriate language, prejudice, bullying or discriminatory behaviour.
- Supporting an inclusive curriculum and learning environment.
- Reporting concerns or incidents in accordance with School procedures.
- Completing relevant safeguarding and equality training.

Pupil Responsibilities

Pupils are expected to:

- Treat others with kindness, respect and consideration.
- Respect differences between individuals and groups.
- Report incidents of bullying, discrimination or harassment.
- Contribute positively to an inclusive school community.

Parents and Visitors

Parents, carers, volunteers, contractors and visitors are expected to support the School's commitment to equality, diversity and inclusion and to behave respectfully towards all members of the School community.

Equality in Education

The School seeks to ensure that all pupils are able to access learning opportunities appropriate to their individual needs and abilities.

Reasonable adjustments will be made for pupils with disabilities where required and practicable, in accordance with the Equality Act 2010 and the School's Accessibility Plan.

The curriculum will:

- Encourage respect for diversity.
- Challenge stereotypes and prejudice.
- Reflect a wide range of perspectives and experiences.
- Promote understanding of different cultures, beliefs and backgrounds.
- Support pupils in developing empathy, respect and social responsibility.

Equality in Employment

The School is committed to fair and non-discriminatory employment practices.

Employment decisions relating to recruitment, selection, promotion, training, development and remuneration will be based on objective criteria and the needs of the role.

The School is committed to recruiting, retaining and developing staff on the basis of aptitude, ability and merit, subject to the genuine occupational requirements of individual roles.

The School seeks to create a workplace where all staff feel valued, supported and able to contribute fully.

Bullying, Harassment and Discrimination

The School does not tolerate discrimination, harassment, victimisation or bullying of any kind.

Any allegation or incident involving discriminatory behaviour will be taken seriously and investigated appropriately.

Appropriate action will be taken in accordance with the relevant School policies, which may include disciplinary procedures, safeguarding procedures or other interventions as required.

Accessibility and Equality

The School is committed to improving accessibility and removing barriers to participation wherever reasonably practicable.

This commitment is supported through:

- The School Accessibility Plan.
- SEND provision and support.
- Reasonable adjustments for disabled pupils, staff and visitors.
- Consideration of accessibility when planning facilities, resources and activities.

Reporting Concerns

The School encourages pupils, parents, staff and visitors to report any concerns relating to discrimination, harassment, victimisation or racist behaviour. All allegations will be taken seriously and will be investigated promptly, fairly and proportionately in accordance with the School's Complaints, Behaviour, Anti-Bullying and Safeguarding procedures as appropriate.

Monitoring and Review

The School will monitor this policy through:

- Review of complaints and incidents.
- Behaviour and safeguarding records.
- Staff and pupil feedback where appropriate.
- Review of School policies, procedures and practices.
- Governor oversight.

The School will review this policy annually, or sooner if legislation, guidance or operational requirements change.

Legal and Regulatory Compliance

- Children Act 1989 and 2004
- Education (Independent School Standards) Regulations 2014
- Equality Act 2010
- Equality and Human Rights Commission Guidance for Schools
- Human Rights Act 1998
- Independent School Inspectorate (ISI) Regulatory Requirements and Guidance
- Keeping Children Safe in Education (KCSIE) 2026
- Special Educational Needs and Disability Code of Practice

The School will comply with its obligations under equality legislation and will take reasonable steps to ensure that no individual is unlawfully discriminated against, harassed or victimised. The School recognises its responsibilities towards pupils, staff, parents, governors, volunteers, contractors and visitors.

All staff are expected to promote equality of opportunity, treat others with dignity and respect, and ensure that their conduct reflects the values and expectations set out in this policy.