

**TADCASTER GRAMMAR SCHOOL**



**Toulston, Tadcaster,  
North Yorkshire, LS24 9NB**

# **EQUALITY AND DIVERSITY POLICY STATEMENT**

Reviewed: June 2018  
Next Review Date: June 2021

# **Equality and Diversity Policy Statement**

## **Our Commitment**

Tadcaster Grammar School welcomes and celebrates diversity and the strengths it brings to our School and its community. We aim to provide outstanding education, enabling everyone to fulfil their potential. To do this we must give everyone equal access to education opportunities.

Treating everyone the same does not necessarily give people equality of opportunity. At times we need to treat different people in a different way to give them equal access to our provision.

## **Our Responsibilities**

The Equality Act 2010 and The Children and Families Act 2014 states that we must not treat people unfairly because of age, disability, sex (gender), gender reassignment, sexual orientation, race, religion or belief, pregnancy or maternity, marriage or civil partnership. These are called “protected characteristics”.

## **As a School we must**

- Stop unlawful discrimination, harassment and victimisation;
- Make sure that people have equality of opportunity whether or not they have a particular protected characteristic; and
- Build good relations between people who share a protected characteristic and those who don't.

## **Meeting our Responsibilities**

Everyone has a part to play to realise our vision for Tadcaster Grammar School to be an even better place for everyone to learn and work. We will work with our communities and partners to achieve our vision.

As part of meeting our responsibilities we make the following commitments:

- We will treat staff and students with dignity and respect.
- We will develop our students, staff and Governors to help us meet our equality duties.
- We will use information and talk to people to identify where inequality exists so that we can plan to tackle it.
- When it will help us to improve our provision and to understand how we are meeting our equality duties, we will ask questions about people's protected characteristics, including age, race, gender and disability. We will keep personal data confidential.
- Our Improvement Plan will include any major equality action that we plan to undertake. We will have an equality objective which will help us focus on some of the areas which we want to improve.
- When we consider changing our priorities we will make sure that those making the decision know how the change could affect people with any of the protected characteristics. We will collect information about how people might be affected before making a decision. If the change might cause difficulties for people with a protected characteristic, we will do our best to find ways to reduce this impact. If we cannot we will think carefully about whether we need to make the change to achieve a legitimate aim.

- We have a duty to make reasonable changes to the way we do things so that disabled people can use the school and work for us. We recognise that everyone is different and we will treat people as individuals.
- We will make sure that anyone who provides a service for us treats people fairly. We will do this through our procurement process and by monitoring their work.
- We will recruit, select, train and promote staff fairly. We will try to get the make-up of our staff to match our communities. We will have clear systems for staff to complain if they are treated unfairly.
- We will make it easy for staff and students to complain if something goes wrong and we will respond quickly and efficiently.
- If we find that anyone has broken our Equality Policy we will investigate and take action as appropriate.
- We will monitor our equality actions through our reporting systems.
- We will publish information to show how we are meeting our equality duties.