



INCLUSION, EQUALITY & DIVERSITY POLICY

This Policy includes the EYFS, Junior School and Senior School

Links to other policies:

Admissions Policy; Equal Opportunities Policy

Access Statement

Moorland School is committed to a policy of equality, inclusion and accessibility in the delivery of its service; its dealing with the public and in the employment opportunities afforded to existing and future employees.

Moorland School is committed to ensuring that the facilities it provides allow pupils, visitors and employees to maximise their individual abilities and enjoy safe, and wherever possible, independent participation.

Our work in this area is framed by our duties under the Equality Act 2010.

Discrimination can come in one of the following forms:

- direct discrimination - treating someone with a protected characteristic less favourably than others
- indirect discrimination - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage
- harassment - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them
- victimisation - treating someone unfairly because they've complained about discrimination or harassment

It is against the law to discriminate against anyone because of:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or having a child
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

These are called 'protected characteristics'.

Discrimination

Moorland School endeavours to send a clear message that, regardless of people's backgrounds, discrimination against them will not be tolerated.

The school views **diversity** as a resource, as a strength and as an opportunity to help us improve and are committed to making our school and employment therein, equally accessible to everyone. We welcome the increasing diversity in our society and we will endeavour to meet the needs of our diverse society.

We are determined to make real improvements to the lives of everyone in our school community, regardless of race, colour and ethnicity, gender, disability, age, sexuality or their faith and belief

We aim to provide a fair and equal workplace and will investigate any discrimination that occurs in the workplace.

School employees have a responsibility not to discriminate against other members of the school community.

Gender

We do not discriminate on the grounds of a person's gender. Women and men are equally valued. We will value the views and opinions of women and men equally and this will be reflected throughout our school.

Race, colour and ethnicity

We will make sure we do not discriminate against any individual or group either directly or indirectly because of race, ethnicity or colour.

Age

We will not discriminate against anyone on account of his/her age.

Disability

We aim to encourage a positive image of disability and to comply with the Disability and Discrimination Act.

Faith & Belief

We do not discriminate on account of a person's faith or belief. Whilst the school is non-denominational it has a Christian background. However the school actively encourages the children to learn about other faiths and beliefs.

Sexual Orientation

We do not discriminate on account of a person's sexual orientation.

If you believe that you have been discriminated against, and have a complaint, you can expect it to be treated in accordance with the School's Complaints Policy.

Reviewed by Jonathan Harrison (Headteacher), August 2020

Next Review Date: August 2021