

PANGBOURNE

Equality & Diversity Policy

	Reviewed	Approved
Last action	September 2020 by DHP	October 2020 by GB
Next action	September 2022 by DHP	October 2022 by GB

Introduction

Pangbourne College is a community where the individual matters. We set ourselves the highest standards of behaviour, and aim to promote trust and mutual respect for everyone. We are also an inclusive community, and we welcome pupils from a wide variety of ethnic, social and religious backgrounds. Our College Code of Conduct states that “we respect the rights of others and their feelings”.

Related College policies and protocols which may be useful for reference include:

- [Anti-bullying Policy](#)
- [College Code of Conduct](#)
- [Behaviour Policy](#)
- [Child Protection and Safeguarding Policy](#)
- [Transgender Protocol](#)
- [Provision for Pupils with Particular Religious Beliefs](#)

The Legal Context

The Equality Act 2010 (“the Act”) prohibits discrimination against anyone because of age, gender reassignment, sex, sexual orientation, disability, race (including colour, nationality or ethnic origin), marital status, or religion. These are called ‘protected characteristics’, and apply to work, educational and public service settings.

Aim

The aim of this policy is to affirm the commitment of Pangbourne College and all its members to give due regard to the Act in maintaining a living, learning and working environment that is free from prejudice and discrimination. Pangbourne College will ensure that equality and diversity are embedded in all aspects of the environment and community.

Equality and Diversity Statement

Pangbourne College is an inclusive community that promotes equal opportunities for all pupils and staff, regardless of gender, race, religion, sexual orientation, socio-economic background, disability or any other protected characteristics. We welcome diversity of pupils and staff, and believe that a wide range of backgrounds enriches our school community and promotes tolerance and acceptance of others and their beliefs.

Responsibilities

Successful promotion and implementation of the Equality and Diversity Policy (“the Policy”) requires a clear understanding and commitment throughout the College. Different individuals have responsibilities for aspects of this policy:

- All staff and pupils have a responsibility to promote good practice and uphold the aim of the Policy.
- The Headmaster and Deputy Head Pastoral have overall responsibility for overseeing the consistent application of the Policy.
- Divisional teams and pastoral staff are responsible for promoting the values of the Policy in their day to day work at the College. The College encourages training in equality and diversity, as appropriate, to ensure that all staff are aware of their role in promoting an inclusive community.

- Any allegations of discrimination will managed appropriately within the existing [Anti-bullying](#), [Behaviour](#) and [Child Protection and Safeguarding](#) Policies, as well as the [College Complaints Procedure](#).