

P13 - Equality, Equity, Diversity and Inclusion Policy

Aims

The St Dunstan's Education Group believes that diversity adds value to our organisation through the culture it engenders; one that champions creativity and encourages open-minded and principled thinking. Our vision is to be ambitious and forward-thinking in our approach to equality, equity and diversity, and to lead sector-wide conversations about how it can be better enhanced in our schools. We have a wholehearted commitment to the Equality Act 2010 and its principles underpin all we do for pupils, staff, governors and parents. We aim to ensure that:

- the diversity of our pupil and parent community remains high and does not disconnect from the diversity of our Lewisham setting.
- the demographics of our staff at all levels of the organisation, including the governing body, represent the diversity of the pupils and families we serve.
- our curriculum reflects the diversity of our community and ensures that everyone feels part of an inclusive learning environment.
- our education enables pupils to fully understand the value of diversity and the importance of the Equality Act 2010.
- policy and practice oppose all forms of unlawful or unfair discrimination as defined in the Equality Act 2010
- pupils and staff are trained in the Equality Act 2010 and anti-discrimination, and fully understand the reporting structure for any incidents of discriminatory behaviour, as well as how such incidents will be treated.
- all forms of discriminatory behaviour are treated seriously and robustly by having clear processes in place to encourage reporting.
- we have a wide range of outreach programmes that celebrate diversity and promote equality and equity as well as connecting us with our wider community.
- we market our achievements and share best practice across the sector.
- our accessibility plan ensures that any person with a disability is not put at disadvantage by way of their access to the estate and the educational opportunities within the school. Applying to current and prospective pupils and staff, as well as any visitors to the site, including those with special educational needs, and those with temporary or permanent disability, this plan includes the measures we take to ensure people can easily move around our buildings, as well as covering the assistance we put in place to ensure, in so much as is reasonable, equality of opportunity for disabled prospective and current pupils and staff.

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