



Statement of intent

Marlborough School aims through its caring and friendly ethos to provide a high quality education to all our pupils within a secure and safe environment. We hope that when the time comes, each one will leave us with positive memories, personal confidence and a value of their time here.

Our aims are:

- to provide a secure, caring and stimulating environment in which the school and the home are partners, and in which every child is encouraged to:
 - become active and independent participants in the learning process.
 - develop self-motivation and pride in their work.
 - develop his or her potential as unique individuals.
 - develop an awareness of his/her own self-worth to become a responsible and self-disciplined member of society.
- to provide equal opportunities for all our children to develop and extend their social, intellectual and physical potential.
- to plan and deliver a broad and balanced curriculum to enable all our pupils to develop their social, intellectual and physical potential.
- to provide equal opportunities for all our children to develop and extend their moral and cultural capacities, whilst fostering an awareness of, and respect for, the beliefs and practices of other communities.
- to provide education in line with national legislation and local authority guidelines

The legal framework

The Equality and Diversity Policy of Marlborough School has been developed in line with the following legal framework:

- UN Convention on the Rights of the Child.
- UN Convention on the Rights of Persons with Disabilities.
- Human Rights Act 1998.
- Special Educational Needs (Information) Regulations 1999.
- Education and Inspections Act 2006.
- Equality Act 2010.
- Specific Duties Regulations 2011.

Roles and responsibilities

The Governing Body will:

- ensure that the school complies with the appropriate equality legislation and regulations.
- meet its obligations under the Public Sector Equality Duty to publish equality objectives.
- ensure that the school's policies and procedures are developed and implemented with an appropriate assessment of impact to inform future plans.
- ensure that the recording and reporting of equality and diversity data is sufficiently scrutinised.
- ensure that the school's Admissions Policy does not discriminate in any way.
- ensure equal opportunities in its staff recruitment and promotion practices, professional development programmes and in membership of the Governing Body.
- proactively recruit high-quality applicants from under-represented groups.
- provide information in appropriate and accessible formats.
- ensure that the necessary disciplinary measures are in place to enforce this Policy.

The Headteacher will:

- implement the Policy and its procedures.
- ensure that all staff members receive the appropriate equality and diversity training as part of induction and continuous professional development.
- ensure that all parents, visitors and contractors are aware of and are in compliance with the provisions of this Policy.

- actively challenge and take appropriate action in any case of discriminatory practice.
- address any reported incidents of harassment or bullying in line with DfE guidance.
- produce an annual report on the progress of implementing the provisions of this Policy.

Employees will:

- be mindful of any incidence of harassment or bullying in the school.
- address any minor issues of harassment or bullying in the school and report any major breaches of the Policy to the headteacher.
- identify and challenge bias and stereotyping within the school's curriculum and culture.
- promote equality and good relations, and not harass or discriminate in any way.
- monitor students' progress and academic needs to ensure appropriate support is in place.
- keep up-to-date with equality legislation and its application by attending the appropriate training.

Students will:

- not discriminate or harass any other pupil or staff member
- contribute their cultural experiences and values, actively encouraging equality and diversity in the school.
- report any incidences of bullying or harassment, whether to themselves or to others, to any appropriate member of staff.
- abide by all the school's equality and diversity policies, procedures and codes.

Monitoring and evaluation

This Policy will be monitored and evaluated on an annual basis by the Headteacher and the Governing Body in the following ways:

- Individual attainment data will be used to measure the effectiveness of this Policy on student achievement.
- Equal opportunities recruitment data.
- Equality impact assessments.
- Ofsted inspection judgements on equality and diversity.
- Incident records related to harassment and bullying.

Dissemination

We will take steps to communicate this Policy to the Governing Body, Headteacher and, as appropriate, students and parents, in an accessible format and on the school's website. Annual equality objectives and outcomes will also be made available on the website.

Enforcement

Staff members and students who do not comply with the provisions of this Policy may be subject to the school's disciplinary procedures.

Appeals

Staff members retain the right to appeal against a decision on the acceptability of their appearance using the school's grievance procedure.

Interim policy to be agreed by the Full Governing Body 4 December 2014

Review Date: December 2015