

Ambleford School Equalities and Diversity Policy

Reviewed: September 2025

Next Review: August 2026 (or sooner if required by regulatory updates)

1. Purpose and Scope

Ambleford School is committed to promoting equality, celebrating diversity, and fostering an inclusive and supportive environment for every member of our community. This policy ensures that no pupil, parent, staff member, volunteer, or visitor is treated less favourably on the basis of protected characteristics under the *Equality Act 2010*. These include age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. In addition, the school recognises socio-economic status, cultural background, and other personal circumstances as factors that should never disadvantage or exclude individuals from full participation in school life.

2. Principles

At the heart of this policy lies respect for all. Every individual has the right to be treated with dignity, courtesy, and fairness. The school promotes equality of opportunity, ensuring that all members of the community are supported to learn, grow, and flourish. We celebrate diversity by recognising the richness and strength that comes from individuals of different backgrounds, abilities, cultures, and perspectives learning together.

3. Commitments

Ambleford School is committed to ensuring that its admissions process is free from discrimination, and no child will be refused entry on the grounds of race, nationality, religion, gender, disability, or socio-economic background. The curriculum is regularly reviewed to ensure it is broad, balanced, and representative of diverse voices, cultures, and experiences. Staff are supported through regular training on equality, diversity, and inclusion, ensuring that these principles are actively embedded in their practice. The school monitors its policies and practices systematically to assess their effectiveness in promoting equality and to identify and address areas for improvement.

4. Implementation

This policy is a shared responsibility. All staff, pupils, parents, and volunteers are expected to contribute to its implementation by modelling inclusive behaviour, challenging prejudice, and reporting concerns. Discriminatory behaviour, remarks, or attitudes are never acceptable and will always be addressed promptly and appropriately. To support accountability, the school has

feedback mechanisms in place for staff, pupils, and parents to raise concerns or suggestions relating to equality and diversity.

5. Inclusion

Ambleford School ensures that all pupils have equal access to the curriculum, resources, and opportunities. Teaching is adapted to meet individual needs, including those of pupils with special educational needs and disabilities (SEND). We recognise that pupils may face additional barriers due to factors such as language, disability, or mental health, and we provide support tailored to their circumstances. The school works closely with parents, carers, and external professionals to ensure that every child can participate fully and thrive.

6. Recruitment

The school's recruitment processes are designed to uphold fairness and equality. Job applicants are assessed solely on their skills, qualifications, and ability to meet the requirements of the role. Questions regarding protected characteristics such as health, race, religion, gender, or marital status are not asked during recruitment. Ambleford School is committed to attracting and retaining a diverse workforce that reflects the wider community.

7. Reporting and Addressing Discrimination

Reports of discrimination, harassment, or prejudice are treated with seriousness and sensitivity. Any incidents are recorded and investigated promptly. Where discrimination is identified, appropriate action is taken in line with school policies and statutory guidance. This may include restorative interventions, disciplinary measures, or referral to external safeguarding agencies where necessary.

8. Accessibility

The school ensures that its facilities are as accessible as possible, making reasonable adjustments where required. This includes adapting buildings, equipment, and teaching resources to meet the needs of individuals with disabilities. Communication methods are also adapted to ensure accessibility, for example through the provision of alternative formats or assistive technologies. The school's commitment to accessibility extends to all aspects of school life, including trips, events, and extracurricular activities.

9. Review

This policy is reviewed annually by the leadership team to ensure that it remains current, effective, and aligned with statutory and regulatory requirements. Reviews take account of feedback from pupils, parents, and staff, as well as lessons learned from practice. Updates are made promptly if there are changes in legislation or guidance.

10. Conclusion

At Ambleford School, we believe that equality, diversity, and inclusion are essential to a thriving community. We are committed to nurturing an environment where every individual feels valued, respected, and supported, and where diversity is celebrated as a source of strength. Through this policy, we aim to ensure that every member of our community is able to learn and grow free from discrimination and exclusion, and that our school remains a place where all can flourish.