



Equality and Diversity Policy

Lionel Walden Primary School

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Equality and Diversity Policy

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1. Statement of Intent:

Lionel Walden Primary School is committed to promoting equality, equity, diversity and inclusion for all staff and job applicants. We believe that a diverse workforce strengthens our school community and contributes positively to the educational experiences and outcomes of our pupils.

We are committed to creating a working environment in which all individuals are treated with dignity and respect, feel valued and supported, and are able to fulfil their potential free from discrimination, harassment, victimisation or prejudice.

The school recognises its responsibilities under the Equality Act 2010 and the Public Sector Equality Duty and is committed to ensuring that no member of staff, job applicant, volunteer, governor, contractor or visitor receives less favourable treatment because of a protected characteristic.

2. Aims

The aims of this policy are to:

- Promote equality of opportunity and fair treatment for all staff, job applicants and volunteers.
- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.
- Foster an inclusive workplace culture in which diversity is valued, respected and celebrated.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster positive relationships and mutual respect between individuals from different backgrounds and experiences.
- Ensure recruitment, selection, training, promotion, appraisal and employment practices are fair, transparent and based on merit.
- Support staff with protected characteristics, including through the consideration of reasonable adjustments where appropriate.
- Promote understanding of equality, diversity and inclusion through professional development and training.
- Ensure all staff understand their responsibilities in creating and maintaining an inclusive workplace.
- Monitor and review employment practices to identify and address potential barriers to equality.

- Comply fully with all relevant equality and employment legislation and statutory guidance.

The school expects all staff, governors, volunteers and contractors to share responsibility for promoting equality, challenging discrimination, and contributing to a positive, inclusive and respectful working environment.

This policy does not form part of any employee's contract of employment and may be reviewed and amended by the Governing Board to reflect changes in legislation, statutory guidance or school practice.

3. Public Sector Equality Duty

As a maintained school, Lionel Walden Primary School recognises its responsibilities under the Public Sector Equality Duty.

The school will have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

4. Policy Coverage

This policy applies to all individuals working at all levels and grades within the school, including:

- Senior leaders.
- Teachers.
- Support staff.
- Administrative staff.
- Trainees.
- Volunteers.
- Casual workers.
- Agency workers.
- Fixed-term employees.
- Governors.

Collectively, these individuals are referred to as staff throughout this policy.

5. Legal Framework

This policy has due regard to the following legislation and guidance:

- Equality Act 2010.
- Human Rights Act 1998.
- Protection from Harassment Act 1997.
- Data Protection Act 2018.
- UK General Data Protection Regulation (UK GDPR).
- Worker Protection (Amendment of Equality Act 2010) Act 2023.

This policy should be read alongside the school's:

- Staff Bullying and Harassment Policy.
- Grievance Procedure.
- Disciplinary Procedure.
- Recruitment and Selection Policy.
- Flexible Working Policy.
- Staff Code of Conduct.
- Teacher Appraisal Policy.
- Support Staff Performance Management Policy.

6. Principles Underpinning this Policy

In accordance with this policy and all associated legislation, the school is committed to:

- Creating a working environment free from discrimination, harassment, bullying and victimisation.
- Ensuring all employment decisions are made fairly and objectively.
- Promoting dignity, respect and inclusion for all members of staff.
- Applying the principles of equity to employment practices so that all staff have fair access to opportunities and support.
- Making reasonable adjustments to support disabled staff and applicants.
- Removing unjustified barriers to recruitment, development and progression.
- Supporting staff to reach their full professional potential.
- Monitoring equality, diversity and inclusion across employment practices.
- Providing appropriate equality and inclusion training for staff.

This policy applies to all aspects of employment including recruitment, promotion, training, pay, professional development, flexible working arrangements, disciplinary procedures, grievance procedures and termination of employment.

7. Roles and Responsibilities

The Governing Board will:

- Ensure compliance with equality legislation.
- Monitor the effectiveness of this policy.
- Promote equality, diversity and inclusion throughout the school.
- Review workforce information where appropriate.
- Review this policy every two years.

The Headteacher will:

- Ensure the effective implementation of this policy.
- Promote an inclusive culture across the school.
- Address concerns and complaints appropriately.
- Ensure staff receive appropriate training.
- Monitor the effectiveness of equality, diversity and inclusion arrangements.

The Senior Leadership Team will:

- Lead by example.
- Promote inclusive practice.
- Ensure fair recruitment, appraisal and promotion processes.
- Challenge discriminatory behaviour.
- Support staff with protected characteristics.
- Review employment practices to ensure fairness.

All staff are responsible for:

- Treating others with dignity and respect.
- Promoting equality, diversity and inclusion.
- Challenging discrimination appropriately.
- Reporting concerns where necessary.
- Complying with this policy at all times.

Staff should be aware that individuals can be personally liable for discriminatory acts committed during the course of their employment.

8. Forms of Discrimination

Unlawful discrimination is prohibited.

The following forms of discrimination are unlawful:

Direct Discrimination

Treating a person less favourably because of a protected characteristic.

This includes:

- Associative discrimination.
- Perceptive discrimination.

Indirect Discrimination

Applying a provision, criterion or practice that disadvantages people sharing a protected characteristic and cannot be objectively justified.

Harassment

Harassment is unwanted conduct which violates an individual's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

This includes sexual harassment.

Victimisation

Victimisation occurs when someone is treated less favourably because they have made, supported or provided evidence in relation to a complaint concerning discrimination.

Disability Discrimination

Disability discrimination includes:

- Direct discrimination.
- Indirect discrimination.
- Discrimination arising from disability.
- Failure to make reasonable adjustments.

These protections apply to current and former employees, applicants, governors, volunteers, contractors and visitors.

9. Recruitment and Selection

Recruitment, promotion and selection decisions will be based solely on merit, skills, qualifications and experience.

The school will:

- Use fair and objective selection criteria.
- Avoid discriminatory recruitment practices.

- Ensure advertisements encourage applications from all suitably qualified individuals.
- Review recruitment practices regularly.
- Seek to remove barriers to employment wherever possible.

Applicants will not normally be asked about health or disability before a job offer is made except where permitted by law.

Equality monitoring information may be collected in anonymised form to help monitor equality of opportunity within recruitment processes.

The school will comply fully with all right-to-work requirements and immigration legislation.

10. Staff Training, Promotion and Conditions of Service

Staff development requirements will be identified through appraisal and performance management processes.

The school will ensure:

- Staff have fair access to training and development opportunities.
- Promotion opportunities are based on merit.
- Managers receive training regarding equality responsibilities.
- Appropriate equality, diversity and inclusion training is provided.
- Training includes awareness of discrimination, harassment and unconscious bias.

Workforce composition and promotion opportunities will be monitored where appropriate to identify and address barriers to progression.

Conditions of service, benefits and facilities will be reviewed regularly to ensure equality of access.

11. Discipline and Termination of Employment

The school will ensure disciplinary, capability, redundancy and dismissal procedures are applied fairly, consistently and without discrimination.

Employment decisions will be based on objective criteria and will not unlawfully discriminate against any individual.

12. Disability Discrimination

The school encourages staff to disclose disabilities or medical conditions where support or adjustments may be required.

Where appropriate, the school will:

- Consider reasonable adjustments.

- Seek relevant professional advice.
- Remove barriers to participation where practicable.
- Review accessibility arrangements.

The school will monitor the accessibility of its premises and working environment and take reasonable steps to improve access where appropriate.

13. Part-Time, Fixed-Term, Casual and Agency Workers

The school will monitor the treatment of:

- Part-time employees.
- Fixed-term employees.
- Casual workers.
- Agency workers.

These staff groups will have appropriate access to:

- Professional development.
- Training opportunities.
- Promotion opportunities where applicable.
- Permanent vacancies where relevant.
- Employment benefits in accordance with contractual arrangements.

Requests to alter working patterns will be considered in accordance with the Flexible Working Policy.

14. Breaches of this Policy

Any employee who believes they have experienced discrimination, harassment, bullying or victimisation should raise their concerns through:

- The Grievance Procedure.
- The Staff Bullying and Harassment Policy.
- Their line manager or a member of the Senior Leadership Team.

Allegations will be treated confidentially and investigated appropriately.

Staff who raise concerns in good faith will not suffer detriment or victimisation.

False allegations made maliciously may be dealt with through the Disciplinary Procedure.

Any member of staff found to have engaged in discrimination, harassment or victimisation may be subject to disciplinary action.

Serious breaches of this policy may constitute gross misconduct and could result in dismissal.

15. Monitoring and Review

This policy will be reviewed every two years by the Governing Board.

The school will monitor:

- Workforce diversity data where appropriate.
- Recruitment and promotion outcomes.
- Complaints relating to discrimination, harassment and victimisation.
- Staff training needs.
- The effectiveness of equality, diversity and inclusion arrangements.

The school will continue to evaluate the effectiveness of this policy and take appropriate action to address identified issues and ensure compliance with current legislation and good practice.

16. Appendix A: Protected Characteristics

The Equality Act 2010 identifies the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The school will ensure that no individual receives less favourable treatment because of any of these protected characteristics and will work proactively to promote equality of opportunity for all.