

## **Sevington Victorian School**

### **Equality, Diversity and Inclusion Policy**

#### **Introduction**

The work of Sevington Victorian School complies with the legal duties set out in the Equality Act 2010. We are committed to encouraging equality, diversity and inclusion among our trustees, staff, members, volunteers and visitors. We strive to eliminate all forms of discrimination and to provide a safe and welcoming environment where all are treated fairly and with respect.

#### **Practices**

For visitors:

- We ensure that organised activities and events are open to the public and welcoming to all.
- We aim to make the school premises as accessible as possible to people with disabilities.
- We take steps to provide an inclusive experience for all visitors, children and adults alike, and tailor our sessions to ensure they cater for visitors with special needs.

For staff and volunteers:

- We avoid any unnecessary requirements in the recruitment of staff and volunteers which may deter applicants.
- We ensure that individual differences and the contributions of all staff and volunteers are recognised and valued.
- We encourage everyone involved to develop their full potential.
- We oppose all forms of discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- We create a working environment which is free of bullying, harassment, victimisation or discrimination in any form.
- We review working practices and procedures when necessary to ensure fairness and to take account of changes in the law.

#### **Dealing with discrimination and harassment**

- Anyone who believes themselves to be a victim of discrimination, harassment, victimisation or bullying, or who has witnessed an incident of any of these forms of behaviour, should report the matter immediately to a trustee.

**Policy reviewed: July 2023**