



Policy Owner	Director of Education	Review Date:	December 2024
Policy No.	130a	Version No.	1.0

Policy Owner

Under the general duty school must exercise 'due regard' in respect of the protected characteristics to:

1. Eliminate unlawful discrimination and harassment;
2. Advance equality of opportunity;
3. Foster good relations between different groups.

## 2.2 Diversity

Diversity is about valuing people as individuals and learning from our differences. Our differences can be visible and non-visible. Promoting diversity, we can meet difference needs creatively to ensure opportunities are available to all and potential is fulfilled. Promoting a diversity friendly culture, we can meet our settings' aims and objectives more efficiently.

Culture is about the way we behave towards one another. Governors, all employees in the setting, parents, students, and the whole community. It is about how we

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Clear and accurate information on vacant posts should be available through advertisement, job descriptions, person specifications and interview. Vacancies should be advertised sufficiently widely to reach the widest possible range of candidates, either internal and/or external. We will explicitly state that we will use our best endeavours to make recruitment

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## 11.2 Senior Leadership Team (SLT)

It is SLT's role to implement the setting's EDI Policy and to ensure they are supported by the Governing Body in doing so.

SLT's role is to ensure that all staff and pupils are aware of the EDI Policy, and that all staff apply these guidelines fairly in all situations.

SLT ensures that all staff and pupils are aware of the EDI Policy, and that all staff apply these guidelines fairly in all situations. SLT promotes the principle of equal opportunity (The Equality Act 2010) and ensures that all staff and pupils are aware of the EDI Policy, and that all staff apply these guidelines fairly in all situations. SLT promotes respect for other people and equal opportunities to participate in all aspects of school life.

SLT treats all incidents of unfair treatment and any incidents of bullying or discrimination, including racist incidents, with due seriousness.

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