



Catherine School of London

Equality and Diversity Policy

Date: 15 May 2025

Review Date: Annually or upon legal/policy changes

1. Policy Statement

Catherine School of London is committed to creating an inclusive, respectful, and welcoming environment for all. We value diversity and actively promote equality of opportunity for all students, staff, and stakeholders, regardless of their background or circumstances.

We oppose all forms of unlawful or unfair discrimination and are dedicated to fostering a learning and working environment free from harassment, bullying, victimisation, or prejudice.

This policy reflects our legal responsibilities under the **Equality Act 2010** and our moral commitment to fairness, inclusivity, and social justice.

2. Purpose of This Policy

- To promote equality and eliminate discrimination in all areas of the school's operations
- To ensure that all individuals are treated with dignity, respect, and fairness
- To celebrate diversity and promote inclusive practices in teaching, learning, and administration
- To ensure compliance with all relevant equality legislation

3. Legal Framework

This policy is underpinned by the following legislation:

- **Equality Act 2010**
 - **Human Rights Act 1998**
 - **Special Educational Needs and Disability (SEND) Code of Practice**
 - **Public Sector Equality Duty (where applicable)**
 - Other relevant UK laws, codes of practice, and educational guidance
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4. Protected Characteristics

Under the Equality Act 2010, no person shall be discriminated against on the basis of the following **protected characteristics**:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race (including colour, nationality, ethnic or national origin)
7. Religion or belief
8. Sex
9. Sexual orientation

We extend our commitment beyond legal obligations to also consider socio-economic background, caring responsibilities, educational disadvantage, and other characteristics that may lead to exclusion or marginalisation.

5. Our Commitments

We will:

- Promote equality of access, treatment, and outcomes for all students and staff
 - Create a culture that celebrates diversity and challenges all forms of inequality
 - Ensure all policies, procedures, and practices are inclusive and accessible
 - Actively prevent and tackle discrimination, harassment, and victimisation
 - Provide staff with training on equality, diversity, and inclusive practice
 - Provide support and reasonable adjustments for those with disabilities or additional needs
 - Use inclusive teaching methods and ensure curriculum content reflects a diverse society
 - Encourage applications and participation from underrepresented groups
 - Monitor, evaluate and report on our equality objectives and outcomes
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6. Responsibilities

Role	Responsibility
Senior Management	Ensure strategic commitment and compliance; set equality objectives; allocate resources
Centre Manager / Principal	Implement the policy; monitor progress; deal with breaches; lead on inclusive practice
All Staff	Promote equality in daily interactions; challenge discrimination; attend training; model respectful behaviour

Role	Responsibility
Students	Treat others with respect; follow codes of conduct; report any incidents of bullying, harassment, or discrimination
Visitors/Contractors	Abide by our equality and diversity expectations while on school premises or interacting with learners

7. Reasonable Adjustments

We are committed to making reasonable adjustments for individuals with disabilities to ensure they are not placed at a disadvantage. This may include adjustments to:

- Teaching methods or materials
- Assessment arrangements
- Physical environment
- Timetabling
- Equipment or assistive technology

Each request will be considered on a case-by-case basis and in line with our responsibilities under the **Equality Act 2010**.

8. Harassment, Bullying, and Discrimination

Catherine School of London has **zero tolerance** for harassment, bullying, or discriminatory behaviour. This includes:

- Racist, sexist, homophobic, or transphobic language or behaviour
- Disability-related harassment
- Unwanted conduct of a sexual nature
- Stereotyping or microaggressions
- Online abuse or cyberbullying

Incidents will be investigated promptly and, where necessary, disciplinary or safeguarding procedures will be followed.

9. Monitoring and Evaluation

To ensure we are fulfilling our duties and achieving our aims, we will:

- Collect and analyse data related to student admissions, attainment, and progression
- Monitor staff recruitment, retention, and development data
- Review the accessibility of our services and resources
- Gather feedback through surveys and consultation
- Publish equality objectives and outcomes annually (where applicable)

10. Training and Awareness

- All staff will receive regular training on equality, diversity, and inclusive practice
- New staff will be introduced to this policy as part of their induction
- Awareness-raising activities will be provided for students to promote respect and inclusion

11. Breaches of Policy

Breaches of this policy by staff, students, or other stakeholders will be taken seriously. These may lead to disciplinary action in line with the school's conduct and disciplinary policies.

12. Policy Review

This policy will be reviewed at least **annually** to ensure it remains up to date with legislation and best practice. Reviews may also occur following incidents, inspections, or major organisational changes.

13. Policy Approval

This policy is approved by senior leadership and is endorsed across the institution.

Tahir Khan\ Director

Date: 15 May 2025