



HARRODIAN

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

Harrodian aims to create an environment for all pupils, staff and visitors that values, celebrates and learns from the diversity of its community. In addition, the School is committed to equality of opportunity for all.

This Equality, Diversity and Inclusion (EDI) policy aims to ensure that no pupil, member of staff, contractor, applicant or any other third party (eg.parent) is subjected to unfair discrimination. The School will not discriminate unfairly on any unjustifiable grounds. The School will endeavour to create an environment in which pupils and staff give due respect to other people and their work and ideas.

The terms equality, inclusion, diversity and equity are at the heart of this policy. 'Equality' means ensuring everyone has the same opportunities to fulfil their potential free from discrimination. 'Inclusion' means ensuring everyone feels comfortable to be themselves at work and feels the worth of their contribution. 'Diversity' means the celebration of individual differences amongst the workforce. 'Equality' means recognising barriers and that some groups are more advantaged than others, and putting measures in place to eliminate these barriers, ensuring equal opportunities for all. We will actively support diversity, equality and inclusion and ensure that all our members are valued and treated with dignity and respect. The School wants to encourage everyone to reach their potential.

### **Educational provision**

Pupils are recruited on the basis of their merits, abilities and potential to take advantage of the particular educational provision of the School. In any review of selection criteria and procedures the School will ensure that consideration is given to equal opportunity issues.

### **Employment**

The school is an equal opportunities employer. Selection criteria and procedures for staff will be designed and reviewed to ensure staff are recruited and selected based on [DfE Teaching Standards](#) together with each individual's merits, abilities and potential for the particular educational provision of the School. This policy applies to all areas of employment including recruitment, selection, training, deployment, career development and promotion.

## **Policy review**

The School is committed to the continuing development and review of its policies and practices to ensure equality of opportunity and treatment of those who are, or seek to be, its pupils, staff or visitors. The School will also, where suitable, initiate new policies and practices. In meeting these commitments the School will take due account of any duties or obligations imposed by law.

## **Failure to adhere to the policy**

The School will do its utmost to protect pupils, staff and third parties from discriminatory behaviour by any individual or group within our community. Allegations of discriminatory behaviour on the part of pupils or staff will be dealt with under the Behaviour Policy for pupils, or the Grievance and Disciplinary procedures for staff.

## **Protected Characteristics**

Harrodian recognises the value of diversity among its staff and pupils. The School is committed to ensuring equal opportunities, and preventing discrimination, in relation to all nine of the categories covered by the [Equality Act 2010](#), often referred to as the “protected characteristics”:

- Age
- Disability
- Gender reassignment
- Race
- Religion or belief
- Sex and sexual orientation
- Pregnancy and maternity
- Marriage and civil partnership
- Employment status (fixed term worker or part time worker)

The School aims to fulfil or exceed expectations around equal opportunities. Therefore, should a complaint arise in relation to characteristics which are not currently protected, such as class, caste, etc., the School’s intention would be to adopt a similarly firm anti-discriminatory stance as far as is practicable. The school seeks to ensure that no person is victimised or subjected to bullying or harassment.

## **Part time and fixed term work**

Part-time and fixed-term staff should be treated the same as comparable full-time or permanent staff and enjoy no less favourable terms and conditions (on a pro-rata basis where appropriate) unless different treatment is justified.

## **Equal pay**

We will ensure that all employees, male or female, have the right to the same contractual pay and benefits for carrying out the same work, work rated as equivalent work or work of equal value.

## **Types of Discrimination**

Harrodian recognises that discrimination or unfair treatment may occur in a variety of manifestations. The School is determined to tackle all of them. Distinctions made within current UK legislation include:

- Direct discrimination – less favourable treatment because of a protected characteristic.
- Indirect discrimination – when a condition, rule, policy or practice applies to everyone but has the effect of disadvantaging people who share a protected characteristic, unless this is justified as a proportionate means of achieving a legitimate aim.
- Discrimination by association – directly discriminating against one person because they associate with another person who has a protected characteristic.
- Perception discrimination – direct discrimination against a person because others think they possess a particular protected characteristic, whether or not they actually do.
- Victimisation – mistreatment of someone after they have raised a complaint or grievance under the Equality Act, or are suspected to have done so.
- Harassment – unwanted conduct related to a protected characteristic, which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

Harrodian is committed to treating all employees equally. Our staff will not be treated less favourably because of the company they keep, or because of their family background. We treat employees according to their skills and abilities. No treatment will be based on irrelevant characteristics of the employee, whether they are proven or perceived.

## **Positive Action**

Recruitment for all vacancies should be strictly on merit. If necessary when appointing a member of staff, we may focus on underrepresented groups to recruit suitably qualified people to cater for the special needs of particular groups.

## **Religion and Belief**

It is accepted that certain religions require employees to dress in certain ways. Wherever possible these requirements will be accommodated. However, health and safety is of the utmost importance and this will be taken into account when considering requests to wear religious items.

Some employees might want to attend religious meetings or pray at certain times of the day. Whilst all requests will be given sympathetic consideration, it is not possible to guarantee that an employee can be unassigned from duties at the same time each day or week. A flexible approach should be taken, or a Flexible Working agreement can be put in place to ensure the employee is not at work at all during the desired timeslot.

Requests to be absent from work to attend religious festivals or other events should be made in accordance with the School's leave of absence procedure.

### **Reasonable Adjustments for Disabilities**

If an employee or job applicant is disabled as defined in the Equality Act 2010, the School will make reasonable adjustments to assist the employee to work.

### **Disability**

We will ensure any disabled applicant who meets the minimum requirements of the job as set out in the job description and person specification is interviewed for the role.

We will provide any reasonable adjustments to ensure disabled people have access to our services and employment opportunities. Reasonable adjustments may include:

- making adjustments to premises
- re-allocating some of a disabled employee's duties
- transferring a disabled employee to a role better suited to them
- relocating a disabled employee to a more suitable office or location
- providing additional or adapted training or mentoring
- supplying or modifying equipment, instruction and training manuals
- improving access to information by ensuring availability of loop systems, braille facilities, alternative formatting and sign language interpretation.

If you are, or become, disabled, you are encouraged to raise this with your Manager, so they can ensure appropriate support is provided. This may include liaising with an external organisation for advice.

### **Ex-offenders**

We will prevent discrimination against our employees regardless of their offending background (except where there is a known risk to children or vulnerable adults).

### **Promotion of Equality and Diversity within the Curriculum and School Community**

Since 2020, all school academic departments have been asked to regularly review and update their curriculum content in order to promote the value of diversity and teach the historical and academic contributions made by those from a range of ethnicities and backgrounds across all subjects.

Since 2021, there has been an active Harrodian Equality, Diversity and Inclusion (EDI) Committee, formed and run by members of School staff, existing to discuss and monitor the observance of these key aspects within the School community, giving a point of contact for any pupils wishing to raise concerns or questions, and overseeing School initiatives and events promoting the value of diversity, equality and inclusion. The Student Council discusses relevant issues and liaises with the Staff EDI Committee.

Equality and Diversity are included as key topics in the School's PSHE curriculum. Feedback is sought from the EDI Committee and Working Groups to ensure the suitability and effectiveness of this material. Initiatives such as Pride Month and Black History Month are also observed at all levels of the School.

### **Overarching Principle**

This School is committed to treating all employees fairly on the basis of their skills and abilities. No staff member will be treated less favourably on the basis of irrelevant characteristics, whether these are proven or perceived, nor because of the company they keep.

All staff and pupils are supported to attain their full potential to the benefit of the School and themselves.

---

### **Issues and Concerns**

If you have any issues or concerns regarding equality and diversity in the workplace, or potential bullying or harassment, we encourage individuals to raise these informally in the first instance with their Manager. If this is not appropriate or does not resolve the issue, please refer to the Grievance Policy.

Where a member of staff is potentially in breach of this policy, this will be treated as misconduct or gross misconduct and they will be subject to disciplinary proceedings under the Disciplinary Procedure.

If any staff member wishes to discuss issues or ideas around equality, diversity or inclusivity at Harrodian, they can contact the EDI Committee via [EDI@harrodian.com](mailto:EDI@harrodian.com).

Approved by:	Senior Leadership Team
Review cycle:	Annual
Last reviewed:	November 2024
Date of next review:	November 2025