

Brentwood School and College

Equality and Diversity Statement

Document Control	
Title	Equality and Diversity Statement
Owner	Adopted Trafford – Spring 2025
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Related Documents	Equality and Accessibility Policy Health and Safety Policy
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Equality and Diversity Policy Statement

Our Commitment

This school is committed to challenging inequality, discrimination and disadvantage both in service delivery and employment practice. The school recognises the value of diversity and is committed to working practices which aim to ensure it has a workforce and school which reflects the local community.

The school will meet its statutory obligations in regard to age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation and will also strive to create an environment which is representative of, and responsive to, people from the whole community.

Our vision is to ensure that everyone has the same opportunity to succeed.

All School employees and Governors have a responsibility to embrace and support our vision by challenging behaviours and attitudes which may counter it.

The School will use fair, objective and innovative practices which will aim to ensure:

- All students are treated fairly and with respect and that all staff employment related decisions, such as those relating to recruitment and selection, career progression and personal development are based on specific job related, objective criteria only.
- All students and employees are free from any kind of discriminatory behaviour which directly or indirectly marginalises any particular group/s or individual/s.
- All students and employees have an equal chance to contribute to the School and to achieve their potential, irrespective of individual characteristics and personal circumstances.
- Any concerns/issues individuals may raise which are related to equality and diversity are addressed promptly and thoroughly.
 - Leaders will take reasonable steps to prevent sexual harassment against staff by creating a safe and respectful workplace and responding to incidents appropriately

This statement underpins the school's range of policies which are in place to achieve the fair treatment of employees and the principle of creating an environment which eliminates discrimination.

Supporting policies:

Complaints Procedure

Whistleblowing Policy

Performance Management Policy

Disciplinary Policy

Reviewed: Jude Lomas
March 2025