



The Llewellyn School Policies and Procedures

Equality and Diversity Policy

Policy Reviewed by:	Suzy Hollett (HR Manager)
Date:	23/01/2024
Policy Verified by:	Sara Llewellyn (School Leader-CEO)
Date:	23/01/2024
Date for Next Review:	01/01/2025

The Llewellyn School is committed to eliminating discrimination, providing equality, and encouraging diversity amongst our workforces. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to work to the best of their ability and valued as an important part of our school team. The same is said for the pupils of our school too and we aim to be fair, to present the same opportunities for our pupils to access a broad curriculum. The pupils and adults should expect to be treated fairly and have the same entitlement and opportunities presented as every other pupil or person as part of Llewellyn school.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion, special educational need, or age.

We oppose all forms of unlawful and unfair discrimination. All employees, whether part-time, full-time, or temporary, will be treated fairly and with respect. Selection for employment, promotion, training, or any other benefit will be based on aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

If any pupil or staff feel that there are issues around equality and diversity in our school, we would encourage them to come forward with any concerns so that these can be investigated and addressed. If an individual does not feel any equality or diversity issues have been properly addressed by the Senior Leadership Team - then these can be reported using the steps in the Whistleblowing policy.

Our commitment:

To create an environment in which individual differences and the contributions of all our staff are recognised and valued.

- Every employee is entitled to a working environment that promotes dignity and respect to all.
- No form of intimidation, bullying or harassment will be tolerated.
- Training, development, and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness proceedings.
- This policy will be monitored and reviewed annually.

Valuing Diversity

At the Llewellyn school, we believe that diversity is something that must be embraced and celebrated. Even more so due to the nature of the wide range and unique needs that our pupils have. We actively recognise that every individual has different strengths and talents; we aim to provide the best opportunities we can for our pupils and staff to maximise their potential.

We know that, despite legislation e.g. Disability Discrimination, Human Rights, Race Relations Act etc., discrimination still exists, and it is for us to strongly address this, when and if it does. A large part of our curriculum is about giving staff and pupils strategies to learn how to address and deal with discrimination they may experience in life and how it should not be tolerated. Pupils and staff are encouraged to be proactive in educating and helping others to understand wrongdoing.

The Llewellyn School take pride in actively involving and engaging with the wider community too in by inviting in guest speakers, workshops etc and we encourage trips out to places such as the Deaf café to introduce our staff and pupils to the diverse culture we live in.

Pupils are also involved in ensuring that they can help to ensure that The Llewellyn School is proactive in valuing equality and diversity by having the Llewellyn School Council and they have their own voice to feedback to the Senior Leadership Team.