



Bexley Grammar School

Equality Objectives Statement based on the Equality Act 2010

Opening statement

We are committed to challenging discrimination based on age, disability, gender reassignment, marriage/civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. We undertake to identify and counter prejudices and stereotypes, foster good relationships and promote equality of opportunity.

We aim to promote students' spiritual, moral, social and cultural development, with special regard to promoting equality and diversity. We commit to eliminating discrimination while increasing understanding and appreciation for diversity. Our curriculum strives to provide an inclusive programme of study for all.

Aims to eradicate discrimination

We aim to create a community free from prejudice where students and staff feel at ease as unique individuals and also feel valued as part of the community. We will achieve this by consistently ensuring that all members of the community

- treat one another with respect and fairness;
- understand the value of diversity and respect it;
- are inclusive of one another;
- develop compassion and an open mind; and
- have access to a challenging but inclusive curriculum.

We are committed to a broad and balanced curriculum through which students are exposed to ideas and concepts that may challenge their understanding and help them to become more accepting and inclusive of others. Challenging and controversial concepts will be presented in a way that prevents discrimination and promotes inclusive attitudes. We respect the right of parents and carers to withdraw their children from certain topics or classes which conflict with their beliefs.

Dealing with prejudice

We do not tolerate prejudice in our school. We treat discrimination against all members of our school, whether direct or indirect with firm and decisive action to ensure that it is eliminated. We nurture a community where individuals feel supported to report any incident involving prejudice. We take prompt, appropriate action and implement a resolution that is both firm and fair.

We teach our students to appreciate and celebrate cultural diversity and to be compassionate towards others. We educate them to be aware of what constitutes discriminatory behaviour so that our community is inclusive and one in which every individual is able to reach their full potential.

Our employees will not discriminate against any member of the school community or treat anyone in that community unfairly.

Our employees lead by example in promoting diversity and equality to encourage all members of the community to adopt an inclusive attitude.

Equality and dignity in the workplace

We do not discriminate against staff based on age, disability, gender reassignment, marriage/civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Equality of opportunity and non-discrimination extends to the treatment of all members of the school community. All staff members are obliged to act in accordance with the school's policies relating to equality.

All disciplinary procedures are non-prejudicial, whether they result in warnings, dismissal, or any other disciplinary action.

Closing statement

Prejudice is not tolerated at Bexley Grammar School; we are continuously working towards a community free from prejudice where students and staff feel at ease as unique individuals and feel valued as part of the community. We educate our students to appreciate and celebrate cultural diversity and to be compassionate towards others.

This statement is linked to our Equal Opportunities Policy.

Public sector equality duty

[The Equality Act 2010: advice for schools](#) provides information as to how your school can demonstrate compliance with the public sector equality duty. For example, including details of how your school is:

- eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited under the Equality Act 2010
- advancing equality of opportunity between people who share a protected characteristic and people who do not
- fostering good relations between people who share a protected characteristic and those who do not
- consulting and involving those affected by inequality in the decisions your school or college takes to promote equality and eliminate discrimination - affected people could include parents, pupils, staff and members of the local community

As public bodies, academies and FE institutions must comply with the public sector equality duty in the Equality Act 2010 and the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. This means you must publish:

- details of how your school complies with the [public sector equality duty](#) - you must update this every year
- your school's equality objectives - you must update this at least once every 4 years