



# Equality Statement and Equality Objectives

The King's School  
Cadhay Lane  
Ottery-St-Mary  
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EX11 1RA

## Policy Change Control

Policy Owner	DHT Student Support
Approved By	Curriculum Committee
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[illegible]

# The King's School Equality Objectives Statement

We welcome our duties under the Equality Act 2010. The school's general duties, with regards to equality are:

- Eliminating discrimination.
- Fostering good relationships.
- Advancing equality of opportunity.

We will not discriminate against, harass or victimise any student, prospective student, or other member of the school community because of their:

- Gender.
- Age.
- Race.
- Disability.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marriage and civil partnership.

Through our "Achievement for All" philosophy we aim to promote students' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for students and staff. Our school is committed to not only eliminating discrimination, but also increasing understanding and appreciation for diversity.

## Aims to eradicate discrimination

We believe that a greater level of success from students and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the school. This environment will be achieved by:

- Being respectful.
- Treating all members of the school community fairly.
- Developing an understanding of diversity and the benefits it can have.
- Adopting an inclusive attitude and ensuring that the whole school community understands what inclusive behaviour looks like in the school and how this aligns with the school's values.
- Adopting an inclusive curriculum that is accessible to all.
- Encouraging compassion and open-mindedness.
- Challenging bias.
- Ensuring CPD is delivered to all staff that promotes diversity and inclusion.

We are committed to having a balanced and fair curriculum. We believe that our students should be exposed to ideas and concepts that may challenge their understanding, to help ensure that students learn to become more accepting and inclusive of others. Challenging and controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

## Dealing with prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our school with the utmost seriousness. When an incident is reported, our school is committed to ensuring appropriate action is taken and a resolution is put into place which is appropriate.

Our students are taught to be:

- Understanding of others.
- Celebratory of cultural diversity.
- Eager to reach their full potential.
- Inclusive.
- Aware of what constitutes discriminatory behaviour.

The school's employees will not:

- Discriminate against any member of the school community.
- Treat other members of the school community unfairly.

The school's employees will:

- Promote diversity and equality.
- Encourage and adopt an inclusive attitude.
- Lead by example.
- Seek training if they need to improve their knowledge in a particular area.

During each school year, the school provides a variety of opportunities to celebrate diversity.

### **Equality and dignity in the workplace**

We do not discriminate against staff with regards to their:

- Age.
- Disability.
- Gender reassignment.
- Marital or civil partner status.
- Pregnancy or maternity.
- Race.
- Religion or belief.
- Gender.
- 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 this statement and all dealings with staff are non-prejudicial.

### **The King's School - Specific Equality Objectives**

- to narrow the gap in performance of students with special educational needs and disabilities
- to reduce internal and external exclusion rates for students with special educational needs and disabilities;
- to reduce the number of racist, sexist, ableist, homophobic, biphobic and transphobic incidents;
- to reduce the achievement gap between boys and girls
- to be responsive and aware of the needs of transgender, transitioning and non-binary staff and students

- where funds allow, to improve the quality of the site for disabled, trans and non-binary staff and students. trans/n-b
- To further expose students to a wide range of cultural experiences and opportunities

[Supporting equality, diversity and inclusion in schools - Questions and answers - Support for schools and settings](#)

- When reviewing this policy, I found it useful to consult the 2025 (4<sup>th</sup> April) Devon guidance.
- It recommends an EDI policy- could not see this on website...
- What can we do to further educate to prevent microaggressions & implicit / unconscious bias?
- Equality committee? Cultural champions?
- Students survey: As part of your subject or year group audits, includes questions around Equality and diversity – exploring where positive role models appear in the curriculum, such as the famous artist with a disability or the famous LGBTQ+ Scientist.
- As part of your Relational or Behaviour policy explicitly outline what intervention will look like for any assailants of racism or prejudice.
- Agree consistent language with your school staff.