**Equality and Diversity Policy**

# Rationale

Swakeleys School for Girls and 6th Form@Swakeleys is a welcoming school where everyone is valued and tolerance, mutual respect and honesty are fostered. A broad and balanced curriculum provides equal opportunities for all pupils, embracing diversity and including all genders, sexes, races, religions, sexualities and disabilities in line with the Equality Act 2010. We promote equality and tackle discrimination.

We also seek to remove all barriers to access, participation, progression, attainment and progress.

**Objectives**

* To provide a secure environment where all members of the school community can flourish.
* To provide a learning environment where pupils can see themselves reflected and feel a sense of belonging.
* To prepare pupils for life in a diverse society.

**Success Criteria**

All pupils will feel that they can participate in all aspects of school life. They will have equal access to learning and to participation in the wider life of the school.

**Implementation**

Swakeleys School for Girls and 6th Form@Swakeleys collects, analyses and acts upon data to ensure all groups are progressing well and no group is subject to disadvantage. We use all available information to set suitable learning challenges for all, respond to students’ diverse needs and overcome any potential barriers to learning. We ensure that the wider school curriculum makes explicit and implicit provision to promote and celebrate diversity. We have high expectations of behaviour which demonstrates respect to others.

**Evaluation**

The effectiveness of this policy is evaluated through data from curriculum and pastoral areas to ensure that no group or individual pupils experience any barriers to learning or participation. The views of the pupils as stakeholders are also sought through school council.

#### Review

#### This policy will be reviewed every two years by the Pastoral and Curriculum committee of the Governing Body. Next review January 2021.