

<b>Version</b>	<b>Date</b>	<b>Updated by</b>
1.0	Aug 2017	Cate Tumman
1.1	Aug 2018	Cate Tumman
1.2	Aug 2019	Cate Tumman
1.3	Aug 2020	Cate Tumman
1.4	Aug 2021	Cate Tumman

### **The PLACE Independent School Equality Statement**

The Equality Act 2010 replaced all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

We are committed to the promotion of community cohesion at The PLACE Independent School implementing all necessary actions in relation to:

- age
- disability
- gender reassignment
- marriage or civil partnership (in employment only)
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

This equality statement relates to young people, staff and all affected by association e.g. stakeholders parents/carers.

In accordance with the values of The PLACE Independent School we pledge:

- to respect the equal human rights of all our pupils;
- to educate young people about equality; and
- to respect the equal rights of our staff and other members of the school and local community

We will assess and analyse our current practices and implement all necessary resulting actions to ensure young people, staff and all associated stakeholders are not discriminated against because of their:

1. Age
2. Disability
3. Gender reassignment.

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4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

These 'Protected characteristics' have been set out in law in the Equality Act 2010.

The PLACE Independent School is committed to eliminating practices which could result in unfair or less favourable treatment for persons with a protected characteristic.

As such The PLACE Independent school is committed to:

- Ensuring all employees and applicants are treated fairly and without discrimination
- Treating employees with dignity and respect
- Having a workforce that reflects the population we serve
- Providing employees with the training and development to meet the organizations goals
- Promoting a prejudice-free and supportive working environment
- Employing a workforce which reflects the diversity of the local population, ensuring that people from all sections of the local community have equality of opportunity to obtain employment in all areas and levels of The PLACE Independent school
- Fostering good relationships<sup>1</sup>

<sup>1</sup><http://www.legislation.gov.uk/ukpga/2010/15/contents>

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