WREKIN
PREP

Equality, Diversity and Inclusion Policy

Wrekin Prep aims to create an environment for all pupils, staff and visitors that values, celebrates and learns from the diversity of its community. In addition, the school is committed to equality of opportunity for all.

This Equal Opportunities, Diversity and Inclusion (EDI) policy aims to ensure that no pupil, member of staff or visitor is subjected to unfair discrimination. The school will not unlawfully discriminate against any individual. The school will endeavour to create an environment in which pupils and staff give due respect to other people and their work and ideas.

1. Educational provision

Pupils are recruited based on their merits, abilities and potential to take advantage of the particular educational provision of the school. In any review of selection criteria and procedures the school will ensure that consideration is given to equal opportunities issues.

2. Employment

Selection criteria and procedures for staff will be designed and reviewed to ensure staff are recruited and selected based on their merits, abilities and potential for the particular educational provision of the school.

3. Policy review

The school is committed to the continuing development and review of its policies and practices to ensure equality of opportunity and treatment of those who are, or seek to be, its pupils, staff or visitors. The school will also, where suitable, initiate new policies and practices. In meeting these commitments, the school will take due account of any duties or obligations imposed by law.

4. Failure to adhere to the policy

The school will do its utmost to protect pupils, staff and visitors from discriminatory behaviour by any individual or group within our community. Allegations of discriminatory behaviour on the part of pupils or staff will be dealt with under the relevant policy *(Staff Code of Conduct, Anti-Bullying Policy, Positive Relationships and Behaviour Policy, and Complaints Policy).*

Protected Characteristics

Wrekin Prep recognises the value of diversity among its staff and pupils. The school is committed to ensuring equal opportunities, and preventing discrimination, in relation to all nine of the categories covered by the Equality Act 2010, often referred to as the "protected characteristics":

- Age
- Disability
- Gender reassignment
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage and civil partnership

- Pregnancy and maternity

The school aims to fulfil or exceed expectations around equal opportunities. Therefore, should a complaint arise in relation to characteristics which are not currently protected, the school's intention would be to adopt a similarly firm anti-discriminatory stance as far as is practicable.

Types of Discrimination

Wrekin Prep recognises that discrimination or unfair treatment may occur in a variety of manifestations. The school is determined to tackle all of them. Distinctions made within current UK legislation include:

- Direct discrimination – less favourable treatment because of a protected characteristic.
- Indirect discrimination – when a condition, rule, policy or practice that applies to everyone but which particularly disadvantages people who share a protected characteristic, unless this is justified as a proportionate means of achieving a legitimate aim.
- Discrimination by association – directly discriminating against one person because they associate with another person who has a protected characteristic.
- Perception discrimination – direct discrimination against a person because others think they possess a particular protected characteristic, whether or not they actually do.
- Victimisation – mistreatment of someone after they have raised a complaint or grievance under the Equality Act or are suspected to have done so.
- Harassment – unwanted conduct related to a protected characteristic, which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

Wrekin Prep is committed to treating all employees equally. We treat employees according to their skills and abilities.

Positive Action

Recruitment to all vacancies should be strictly on merit. If necessary, when appointing a member of staff, use may be made of lawful exemption to recruit suitably qualified people to cater for the special needs of particular groups.

Religion and Belief

It is accepted that certain religions require employees to dress in certain ways. Wherever possible these requirements will be accommodated. However, health and safety is of the utmost importance and this will be taken into account when considering requests to wear religious items.

Some employees might want to attend religious meetings or pray at certain times of day. Whilst all requests will be given sympathetic consideration, it is not possible to guarantee that an employee can be unassigned from duties at the same time each day or week. A flexible approach should be taken, or alternatively a flexible working agreement can be put in place to ensure the employee is not at work at all during the desired timeslot.

Requests to be absent from work to attend religious festivals or other events should be made in accordance with the school's leave of absence procedure.

Reasonable Adjustments for Disabilities

If an employee or job applicant is disabled as defined in the Equality Act 2010, the School will make reasonable adjustments to assist the employee to work.

Responsibilities of the School:

- Every attempt will be made to identify and implement reasonable adjustments.
- If an employee or applicant is disabled, an initial assessment will take place to determine the needs arising; this may include advice from a medical practitioner.
- The school may ask the individual to attend a medical assessment and/or to permit a medical report to be obtained from their doctor, to help identify appropriate adjustments.
- The individual is not responsible for recommending adjustments; nevertheless, if appropriate, the school will ask the individual if they have any specific suggestions.
- Once appropriate adjustments have been identified, the school will review them to consider whether they can reasonably be implemented, giving regard to the size and resources of the organisation.
- If an adjustment is made, it will be reviewed with the individual at an appropriate stage, to determine if it is achieving its objectives and meeting the needs of the individual.

Responsibilities of the employee:

- The employee who has a disability is invited to suggest any adjustments that they think would address the situation, should they wish to make any.
- If an adjustment is made, the individual should inform their line manager promptly if it is not appropriate or it is not bringing the anticipated benefits.

Promotion of Equality and Diversity within the Curriculum and School Community

Staff have been asked to regularly review and update their curriculum content in order to promote the value of diversity and teach the historical and academic contributions made by those from a range of ethnicities and backgrounds across all subjects.

Equality and Diversity are included as key topics in the School's PSHE curriculum. Initiatives such Black History Month are also observed at school.

Overarching Principle

This School is committed to treating all employees fairly based on their skills and abilities.

All staff and pupils are supported to attain their full potential to the benefit of the school and themselves.

Last review: September 2026

Date for next review: September 2027