



Cambridge House Grammar School

Equality Policy

Signed:

Chair of Board of Governors

Signed:

Principal

Reviewed

9.06.25

1. Introduction

Cambridge House Grammar School is committed to promoting equality, diversity, and inclusion in all aspects of school life. We value the individuality of all our pupils, staff, and community members and are dedicated to creating a safe, supportive, and inclusive environment where every individual is respected and able to achieve their full potential.

2. Purpose

This policy aims to:

- Promote equality of opportunity for all members of the school community.
- Eliminate unlawful discrimination, harassment, and victimisation.
- Foster good relations among all individuals, irrespective of protected characteristics.
- Ensure the school complies with the Equality Act 2010 and other relevant legislation.

3. Scope

This policy applies to all students, staff, governors, volunteers, parents/carers, and visitors. It covers all aspects of school life, including:

- Admissions and attendance
- Teaching and learning
- Curriculum development
- Staff recruitment and professional development
- Behaviour and discipline
- Extracurricular activities
- Community engagement

4. Legal Framework

This policy is underpinned by the Equality Act 2010, which protects individuals from discrimination based on the following *protected characteristics*:

- Age
- Disability
- Gender reassignment

- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

5. Our Commitment

Cambridge House Grammar School is committed to:

- Ensuring all individuals have equal access to learning and opportunities.
- Providing an inclusive curriculum that reflects the diversity of the community.
- Celebrating difference and challenging stereotypes and prejudice.
- Making reasonable adjustments to ensure that the school environment and facilities are accessible to all.

6. Responsibilities

- The Board of Governors is responsible for ensuring the school meets its legal obligations regarding equality.
- The Principal and Senior Leadership Team (SLT) have overall responsibility for the implementation and monitoring of this policy.
- All staff are expected to uphold the principles of equality and challenge any form of discrimination or unfair treatment.
- Students are encouraged to treat one another with respect and report any concerns related to inequality or discrimination.

8. Reporting and Concerns

Any incidents of discrimination, harassment, or inequality should be reported immediately to a member of staff or the Designated Teacher for Child Protection or the Principal. All reports will be taken seriously and handled sensitively in accordance with school procedures.