

April 2021

Report for Equality and Diversity

Within Clovelly house school it is paramount that Everyone is treated equally. We tackle any discrimination, bullying or abuse, within the school and outside the school environment.

We Challenge various issues such as discrimination, bullying or abuse based on the following group or individual:

1. Race
2. Religion
3. Sexual orientation
4. Disability
5. Gender
6. Age

School responsibilities

1. Zero tolerance approach towards discrimination, bullying, abuse towards gender identity, race, disability, faith, religion, sexual orientation, or age.
2. Ensuring that **all** staff and students need to challenge racism, discrimination, and abuse within and outside the school setting.
3. Make sure the school policies and procedures are protected by the Equality Act 2010 and the school take practical steps every day, welcoming and having an inclusive attitude for all and maintain a family friendly working environment.
4. Respond consistently to discrimination, racism, abuse, and bullying towards each other. It is paramount we handle the relevant factors, adequately, efficiently, and effectively. This in turn will help us to take the right steps in implementing the sanctions which needs to be put in place. We will also educate the students/staff in what is politically correct.

What have we done to show inclusion?

Throughout this unrepresented time, we as individuals have not been able to celebrate days with our family and friends which are significant in our lives, such as

- Gay pride
- Diwali
- Caribbean Carnival
- Windrush Day
- Black History Month
- World week
- Vaisakhi
- Sports Day

As a school we have been to celebrate these days by, holding presentations, dressing up in traditional clothes, making and sharing food, listening to traditional music, and knowing about the culture and significant people in each of the days.

This shows as a school, we include every race, creed, marital status, gender, disability, age, and sexual orientation can be and will be able to take in each event of our lives.