

## Equality, Diversity and Inclusion

King's College School is committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, age, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, or socio-economic background. The School aims to develop a culture of inclusion and diversity in which all those connected to the School may feel proud of their identity and have the ability to participate fully in school life.

The School believes that diversity is a strength which brings significant educational benefits to all pupils by enabling the creation of learning opportunities that are enriched by different life experiences and varied perspectives. Diversity of culture and experience is to be valued and respected by all who learn, teach and visit the School.

The School tackles discrimination through the positive promotion of equality by challenging stereotypes and bullying, and by creating an environment that champions respect for all.

The School provides its pupils with the opportunity to succeed and to reach the highest level of achievement by:

- Ensuring equality of access for all pupils and preparing them for life in a diverse society;
- Using teaching materials that reflect the diversity of the School and local community without stereotyping;
- Promoting attitudes and values that challenge discriminatory behaviour and prejudice;
- Providing opportunities for pupils to celebrate their own culture and appreciate the diversity of other cultures;
- Seeking to involve all parents and carers in supporting their child's education;
- Utilising teaching approaches which are inclusive for all pupils.

All applicants to the School are treated equally. With a strong foundation in the Anglican tradition, King's also welcomes children of all faiths and denominations. The School caters for pupils with a range of academic ability and considers applications from all pupils. Further details regarding admissions are available in the School's *Admissions Policy* and the *Special Educational Needs and Disability (SEND) Policy*.

It is important to the School that diversity within the staff should reflect our community; we uphold a culture of equal opportunities that includes and values all members of staff. The School takes measures to ensure that its recruitment, training and appraisal procedures support these aims. All staff appointments and promotions are made according to merit and ability, and in compliance with the law. Further details are available in the School's *Safer Recruitment Policy*.