

## **Equality, Diversity and Inclusion Policy**

**Owner: HR Department Date Reviewed: Aug 2025**

**Review Period 1 Year Next Review Date: Sept 2026**

Radley Schools Group (the Group) is committed to providing equal opportunities for all its employees, workers and job applicants and to eliminating unlawful and unfair discrimination. We want to be an inclusive and supportive place to work and encourage equality, diversity and inclusion (EDI) among all members of the Group and its School communities.

The Group and its Schools aim to embed equality, diversity and inclusion in all its activities.

Each individual associated with the Group and its Schools (whether or not an employee) is individually responsible for implementing the Group's commitment to EDI.

In order to promote an environment within which the Group and its Schools can call upon the widest possible range of knowledge, skill and experience, as well as ensuring compliance with the relevant legislation and codes of practice, we are committed to achieving and maintaining a workforce which reflects the population within our recruitment in terms of race or colour, nationality or national or ethnic origins, religion or belief, sex, sexual orientation, pregnancy or maternity, marital or civil partnerships status, gender reassignment, age and disability (together known as **"Protected Characteristics"**).

To this end, we shall regularly review annually the recruitment and selection procedures, promotion, training & development policies to ensure that no applicant for employment or member of staff is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

No employee or prospective employee will receive unfair or unlawful treatment on the grounds of a Protected Characteristic, because they are perceived to have a Protected Characteristic or because they are associated with someone who has a Protected Characteristic, in particular but not only, in relation to:

- Recruitment & Selection
- Promotion, transfer and training opportunities
- Benefits, terms and conditions of employment
- Grievance and disciplinary procedures
- Termination of employment including redundancies
- Conduct at work

Procedures are in place to ensure fair and equitable treatment in relation to the admission and assessment of pupils.

The principles of non-discrimination and equality of opportunity also apply to the way in which staff must treat visitors, pupils, parents, suppliers and other key stakeholders [including former members associated with the Group or any of its Schools].

### **Definitions**

Equality, diversity and inclusion often go hand in hand but are different from one another.

Equality in the workplace means equal job opportunities and fairness for employees and job applicants. Therefore, we will not treat people unfairly because of reasons protected by discrimination law (“Protected Characteristics”) as outlined above.

### **What is Diversity?**

Diversity is about recognising, understanding and respecting difference. It’s acknowledging the benefits of having a range of perspectives in decision-making and the workforce being representative of the communities that the School serves.

### **What is Inclusion?**

Inclusion is where people’s differences are valued and used to enable everyone to thrive at work. An inclusive working environment is one where everyone feels that they belong without having to conform, that their contribution matters and they are able to perform to their full potential, no matter their background, identity or circumstances.

### **Radley Schools Group Commitment**

The Group and its Schools recognises that a diverse school community also requires an inclusive and equitable environment. Therefore, we are committed to taking the following steps:

- Encourage equity, diversity and inclusion across all its Schools;
- Aim to create a working environment that is free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, where individual differences and contributions of all staff, pupils and other stakeholders are recognised and valued;
- Remember that managing diversity and developing a culture of equity and inclusion is a continuous process of improvement, not a one-off initiative;
- Ensure that EDI initiatives and policies have the full support of the Council and all staff will have a responsibility to conduct themselves in a way that encourages equal opportunities and prevents unlawful discrimination of everyone in the Group community including colleagues and pupils;
- Develop an EDI strategy to support the achievement of the Group and its Schools strategic aims, including ways of addressing the needs of the pupils, staff and communities that the Group and its Schools support;
- Take seriously all complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, pupils, parents, suppliers, visitors and the public and any others in the course of the Group and/or Schools activities. Making clear that such behaviour will not be tolerated and setting out the consequences of such actions;
- Making opportunities for training, development and progress available to all staff, who will be helped and encouraged to reach their full potential;
- Ensure that staff receive EDI training appropriate to their role;
- Ensuring that the curriculum supports the education of EDI across each of our Schools; ● Continuously review employment practices, procedures and policies when necessary to ensure fairness, and also update them to take account of any changes in the law;
- Recruitment and employment decisions will be made on fair and objective criteria. Our Schools will normally ensure that job vacancies are widely advertised and/or publicised so that the broadest range of candidates can apply. We will review this procedure from time to time to ensure they remain appropriate;
- Regularly audit, review and evaluate progress on both diversity and inclusion, to highlight where barriers exist (for example, via recruitment data) and show the impact of initiatives, making appropriate changes to activities if needed.
- Keep up to date with the law and ensure our policies are reviewed and updated as appropriate. ● Breaches of our EDI Policy will be regarded as misconduct and could lead to disciplinary proceedings.