

Equality and Diversity Statement

Bedford Free School is committed to promoting Equality and Diversity in all of its activities. We aim to enable students and staff to reach their full potential and provide them with an environment which is free from unfair and unlawful discrimination.

The school recognises that everyone is different, and values the unique contribution that individual experiences, knowledge and skills make in enriching the school environment and becoming a model employer. We want to make sure our school and employment practices respect, promote and celebrate these differences, be they in relation to age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

In carrying out our functions, the Bedford Free School will ensure we follow the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it,
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

To make sure we promote equality and diversity we will set a number of Equality Objectives, and review our policies to ensure there is no unjustifiable adverse impact on our students or staff.

Equality Objectives for 2012-2016

1. To strengthen Governance, leadership and performance management of the Equality and Diversity Agenda and ensure compliance with the law
2. Introduce more comprehensive Equality monitoring data by improving data collection processes and using the data more intelligently to inform workforce and curriculum priorities
3. To undertake an analysis of recruitment data and trends with regard to race, gender and disability, and report on this to the staffing resources sub-committee of the governing body
4. To increase the representation of teachers from local black and minority ethnic communities over a four-year period so that this group increases to 10% of the teaching workforce
5. To train all members of staff and governors involved in recruitment on equal opportunities and non-discrimination. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements
6. To have in place a reasonable adjustment agreement for all staff with disabilities, to better meet their needs and ensure that any disadvantages they experience are addressed