

Equality and Diversity

Under The Public Sector Equality duty, Chiltern Hills academy is committed to recognising the diverse nature of our school community, and aim to ensure that pupils, parents, governors, contractors, partners, clients and those who may potentially join Chiltern Hills Academy are treated fairly and with dignity and respect.

The school opposes all forms of discrimination, in line with the Equalities Act 2010 and it is our policy and ethos to promote equality to all, irrespective of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, including ethnic or national origins, colour and nationality
- Religion or belief, including the lack of belief
- Sex
- Sexual orientation
- Carer responsibilities
- Trade union affiliation
- Domestic circumstances

As such, Chiltern Hills Academy is committed to

- Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equalities Act 2010
- Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.

In addition, schools have two specific equalities duties:

1. To publish equality information to show compliance with the Equality Duty.
2. To publish one or more measurable and specific equality objectives at least once every four years.

Equality refers to providing equal opportunities to everyone and protecting people from being discriminated against.

Diversity refers to recognising and respecting and valuing differences in people and ensuring all groups are represented.

Inclusion refers to an individual's experience within his/her workplace, place of learning and in society, and the extent to which he/she feels valued and included and has a role or voice.

Chiltern Hills Academy Objectives 2022-2026

Chiltern Hills Academy operates several policies and processes to ensure the objectives above are met, including.

- Using internal systems to identify forms of bullying and harassment
- Training staff under the Equalities act, including KCSIE, to recognise bullying and harassment accordingly.
- Monitoring data related to opportunities (curriculum and additional opportunities) offered within the school.
- Updating our systems accordingly.
- Providing an education and pastoral curriculum/Collective Worship program that seeks to educate young people regarding the above.

Our 2022-26 Equality objectives are as follows

- Ensure events and extra curricular activities are inclusive of all cultures. Including whole school/collective worship and extra curricular opportunities
- Review internal data with all designated safeguarding leads to update processes accordingly.
- Ensure that the academic curriculum, pastoral curriculum, collective worship program and activities reflect the Diversity of the community
- Identify whole staff priorities and training