Equality Information and Objectives Statement

Opening Statement

At The Free School Norwich, we fully embrace our responsibilities under the **Equality Act 2010**. In line with this legislation, we are committed to:

- Eliminating discrimination.
- Fostering positive relationships.
- Advancing equality of opportunity.

We are dedicated to ensuring that no member of our school community—whether staff, pupil, prospective pupil, or visitor—is discriminated against, harassed, or victimised on the basis of:

- Sex
- Age
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and civil partnership

We actively promote the spiritual, moral, social, and cultural development of all pupils, with a strong emphasis on equality and diversity. Our commitment extends beyond eliminating discrimination; we aim to nurture greater understanding, appreciation, and celebration of diversity.

Our Commitment to Eradicating Discrimination

We believe in the potential of every individual and understand that recognising and valuing uniqueness leads to greater success for all. We are committed to fostering an inclusive environment where everyone feels respected, valued, and confident. This will be achieved through:

- Demonstrating respect for all.
- Treating all members of the school community with fairness.

- Building a strong understanding of diversity and its positive impact.
- Encouraging inclusive behaviour and aligning it with the school's values.
- Delivering an inclusive, accessible curriculum for all learners.
- Promoting empathy, compassion, and open-mindedness.
- Challenging bias and addressing discriminatory behaviour constructively.

Our curriculum is designed to reflect the diversity of the wider world. Pupils are introduced to a range of ideas and perspectives that may challenge them, helping to develop critical thinking, tolerance, and inclusion. Complex or controversial topics are delivered with care, ensuring that inclusivity and respect are upheld.

Addressing Prejudice and Celebrating Diversity

Prejudice of any kind has no place in our school. Whether direct or indirect, all discriminatory behaviour is treated with the utmost seriousness. When such incidents occur, we act promptly to ensure fair and effective resolution.

We strive to ensure that our pupils grow into:

- Understanding and empathetic individuals
- Champions of diversity and inclusion
- Confident learners reaching their full potential
- Aware of the impact of discriminatory behaviour

All staff are expected to uphold these values. They will:

- Refrain from any form of discrimination or unfair treatment.
- Actively promote equality, diversity, and inclusion.
- Model respectful and inclusive behaviour.
- Pursue training where needed to enhance their understanding of equality matters.

Equality and Dignity in the Workplace

We are committed to providing a fair and respectful working environment for all employees. No member of staff will face discrimination based on:

- Age
- Disability
- Gender reassignment
- Marital or civil partnership status
- Pregnancy or maternity

- Race
- Religion or belief
- Sex
- Sexual orientation

Our principles of equality and fairness extend to every aspect of employment, including recruitment, professional development, performance management, and disciplinary procedures.

We ensure that:

- No redundancies occur as a result of direct or indirect discrimination.
- All disciplinary actions are handled in a non-prejudicial, consistent manner.

All staff are expected to follow the school's equality-related policies and act in accordance with our shared commitment to fairness and dignity.

Closing Statement

Prejudice and discrimination have no place in our school. We remain steadfast in our mission to build an inclusive, respectful, and supportive environment for all members of our school community.

Principal: Darren Webster
Chair of Trustees: Julia Virgoe
Approved: July 2025
Policy Review Date: July 2029