

VALENCE SCHOOL

Westerham Road, Westerham, Kent TN16 1QN

EQUALITY OBJECTIVES

Equality, Diversity & Inclusion

Valence School is committed to eliminating discrimination and celebrates equality and diversity among our students and our workforce. We believe in the uniqueness and value of each individual and provide opportunities for people of all abilities to achieve their potential.

We celebrate diversity amongst our students, staff and visitors and recognise the contribution that individuals with a wide range of backgrounds and experiences can make to the life of Valence School. Our [Equal Opportunities Policy](#) demonstrates how we do this.

The School is an equal opportunities employer. The aim of our policy is to ensure that no job applicant receives less favourable treatment as a consequence of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or philosophical belief, sex or sexual orientation, responsibility for dependants, employment status, or social and economic status. Selection criteria and procedures are intended to ensure that individuals are selected, promoted and in all other ways treated on the basis of their relevant merits and abilities.

General Equality Duty

We recognise that the public sector equality duty (PSED) has three aims. These aims are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who have a shared characteristic and those who do not

Valence School will annually review how well we achieve these aims with regard to the protected groups under the Equality Act (2010).

We aim to provide the highest possible education for all of our students. The ethos of our school clearly reflects our commitment to fully including and respecting all members of our school community.

School Objectives

- Equality of opportunity for all students within the school and for all our staff, regardless of protected characteristics to provide an inclusive, professional and secure environment.
- Continue to provide a curriculum to meet the needs of all our students and provide appropriate training to teachers and support staff in response to individual needs.
- Promote cultural understanding and awareness, valuing and celebrating various cultures and religious beliefs amongst different ethnic groups within our school community.
- Undertake an analysis of recruitment data and trends with regard to race, gender and disability to identify gaps in equality during recruitment.