



Bath Academy Single Equality, Diversity and Inclusion Policy (2024–2026)

Reviewed every 2 years by the Principal and Senior Leadership Team

1. Aims

Bath Academy aims to provide a safe and respectful learning and working environment for all. We follow the Equality Act 2010 and ensure our practices meet the requirements of the Independent School Standards and the British Council.

We do not accept discrimination based on:

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

We aim to provide all students equal access to all aspects of college life and work to ensure that every young adult is valued as an individual.

2. Our Commitment

We want all students and staff to feel welcomed, respected, and valued. We will:

- Promote equality and challenge all forms of discrimination and unfair treatment.
 - Ensure that students and staff from all backgrounds have equal opportunities to succeed.
 - Make reasonable adjustments to support students with disabilities or special needs.
 - Encourage positive behaviour and mutual respect.
 - Bath Academy will not discriminate, harass, or victimise a student or potential student in how we admit a student or provide education or access to any benefit, facility or service or by excluding a student or subjecting them to any detriment. This extends to students who have left our college.
 - All forms of discrimination by any person will be treated seriously since all such behaviour is unacceptable. Symbols, insignia, and badges that indicate otherwise will not be worn.
 - The college values linguistic diversity positively. Students and parents will feel that the language spoken at home is valued.
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3. Objectives

Bath Academy aims to:

- Make sure all students and staff are treated fairly and respectfully.
 - Create a positive and inclusive culture in which everyone feels safe.
 - Remove barriers to learning and participation.
 - Support students to reach their full potential.
 - Provide training to staff on equality and inclusion.
 - Encourage parents and the wider community to take part in school life.
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4. Responsibilities

Principal and Senior Leaders

- Ensure the policy is followed and regularly reviewed.
- Promote respect and inclusion through all areas of school life.

Staff

- Follow the Equality Policy in all their work.
- Promote fairness in the classroom and challenge discrimination.
- Staff, as role models, are aware of the influence of adults in promoting positive attitudes and use that influence to challenge stereotypical ideas.
- Set a good example for students.
- Students' names will be accurately recorded and correctly pronounced. Staff will encourage students to accept and respect names from other cultures.
- Staff are aware of possible cultural assumptions and biases within their own attitudes.

Students

- Treat others with respect and kindness.
 - Speak out or seek help if they see or experience unfair treatment.
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5. Curriculum and School Life

We make sure that:

- Lessons include diverse voices and perspectives.
 - Resources reflect the experiences and cultures of all students.
 - Students have opportunities to learn about equality, human rights, and global citizenship.
 - Religious, cultural, and dietary needs are respected and supported.
 - All students can take part in extra-curricular activities, trips, and events.
 - The college aims to equip students with an awareness of our diverse community and to appreciate the value of difference and that discrimination is not acceptable.
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6. Recruitment and Employment

Bath Academy is an equal opportunities employer. We:

- Recruit staff based on skills and suitability, not personal characteristics.
 - Support staff in their career development through fair and inclusive practices.
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- Monitor the diversity of our staff team and take action if we see any imbalance or disadvantage.
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7. Accessibility and Reasonable Adjustments

We follow Schedule 10 of the Equality Act 2010 and have an Accessibility Plan to:

- Improve access to the curriculum for disabled students.
 - Improve the physical environment of the school.
 - Improve access to information for disabled students.
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8. Reporting and Dealing with Incidents

Discrimination, bullying, or harassment will not be tolerated. If a student, parent, or staff member experiences or witnesses discrimination, they should report it to a member of staff or the Principal. We will:

- Investigate all reports fairly.
 - Take appropriate action to stop unfair behaviour.
 - Keep clear records of all incidents and outcomes.
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9. Monitoring and Review

This policy will be reviewed every two years. We will:

- Check how well the policy is working.
 - Ask staff and students for feedback.
 - Make updates based on any changes in the law or guidance.
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Policy Owner: Principal

Last Reviewed: June 2025

Next Review Due: June 2027