



**RADLEY**

**Equality, Diversity and Inclusion Policy  
Staff**

**September 2024**

# Equality, Diversity and Inclusion Policy

## Aims & Definitions

Radley College is a place that draws staff and pupils from throughout the United Kingdom and overseas. The College values all pupils and staff equally and aims to provide an environment in which all can achieve their full potential, regardless of their protected characteristics, as defined by the Equality Act 2010. We seek to cherish each as an individual and to avoid an identitarian culture which can all too easily stereotype or patronise. We believe in the fundamental value of freedom of expression, set within the context of the principles of our code of conduct, and are committed to the value of learning from others and living in community together.

The Staff Code of Conduct avoids the use of the terms 'equality', 'diversity' and 'inclusion' as they can be misunderstood and unhelpfully contested in the public space. For the purpose of this policy, however, they are defined as follows:

Equality	All pupils and staff should be treated with the same degree of dignity, fairness, tolerance, sensitivity and respect and supported appropriately to achieve their potential.
Diversity	We welcome and celebrate the fact that we are a community of over 750 pupils and 550 staff, each with their own personality, background, culture and beliefs.
Inclusion	We are first and foremost a community where all should feel comfortable, safe, supported and valued.

The College is committed to challenging any form of direct or indirect discrimination, victimisation, or harassment and expects all members of the community to play their part proactively in combating them. As with safeguarding, the College believes it to be the responsibility of everyone. We expect an 'upstander' rather than a 'bystander' culture at all levels of the community.

## Regulatory Framework

1. This policy should be read in conjunction with the following school policies which can be found on the school website:
  - a. Safeguarding Policy
  - b. Code of Conduct (Staff)
  - c. Code of Conduct (Pupils)
  - d. Whistleblowing Policy
  - e. Accessibility Policy and Action Plan
2. The College complies with its responsibilities under the Equality Act 2010 and related legislation.
3. The College is an Equal Opportunities Employer and actively seeks to avoid direct and indirect discrimination in its appointment procedures. We are committed to actively encouraging applications from a wide range of backgrounds.

4. We are committed to providing an accessible environment which values and includes all students, staff, parents, carers, and visitors to the college.
5. Radley is a Church of England Foundation and the life of the Chapel is central to the life of the College. We welcome and encourage the contribution that members of all denominations and faiths make to the whole community.
6. All reasonable provision is made for staff with particular religious, dietary, language or cultural needs by the appropriate departments at Radley.

### **Roles and Responsibilities**

1. It is the responsibility of all staff to ensure that the principles of this policy are seen in action in day-to-day College life at all times and places.
2. The College Management Team will:
  - a. Provide proactive leadership that will recognise and celebrate difference as a positive contribution to the College community
  - b. Ensure that Council are aware of this policy and that there are regular updates to Council on the effectiveness of its implementation for their scrutiny
  - c. Ensure that all staff are aware of, and are sensitive to, issues of discrimination
  - d. Respond in a timely manner to any breaches of the policy
3. Staff will be encouraged to speak up about any concerns using all the reporting methods available to them.

### **Breaches of this Policy**

1. All staff shall, at all times, be alert to any indication that any person or group is being unfairly treated.
2. If such a situation arises, the member of staff will alert their line manager and the College Management Team shall ensure that effective action is taken to prevent and tackle discriminatory behaviour.
3. Everyone in the College must feel able to raise concerns and report incidents with confidence that the concerns or disclosures will be taken seriously, acted upon proportionately and in line with College procedures and the issues can be raised without fear of retribution.
4. Any member of staff, or group of staff, who discriminate against or harass any other pupil or member of staff, either verbally, by action or by any other means, will be subject to the College's disciplinary procedures.

### **Review**

The policy is the responsibility of the Warden. It is reviewed at least annually by a team that consists of the following:

- a. The HR Director who takes overall responsibility for the policy on a day-to-day basis.
- b. Sub Warden
- c. Deputy Head (Systems)

d. Chaplain

This team will make recommendations for changes to the policy as needed.