

EQUALITY, DIVERSITY & INCLUSION (EDI) STATEMENT

BRAMHALL HIGH SCHOOL

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EQUALITY, DIVERSITY & INCLUSION (EDI) STATEMENT

A FAIRER FUTURE FOR ALL

At Bramhall High School, we believe everyone has the right to live without fear or prejudice regardless of race, age, gender, disability, sexual orientation, social class, religion and belief.

Everyone should be able to make a full contribution to school life and to wider society in their own unique way and live in a world which demonstrates respect and values diversity.

OUR RESPONSIBILITY

Bramhall High School complies with the Equality Act 2010 (the "Act") and we understand our duties under it. In our school we treat all reports of discrimination seriously. Should such an incident arise, we will investigate and take appropriate action in line with our policies and procedures. We seek to ensure pupils learn from such incidents and understand the impact of language and actions.

OUR PRINCIPLES

Bramhall High School is committed to do more than just adhere to the Act. We strive to create an inclusive environment and, in addition, are committed to a programme of Equality, Diversity and Inclusion training for staff (as part of their continuous professional development) and for pupils as part of their curriculum offer.

Our EDI Strategy outlines key values for all at Bramhall High School to work towards:

1. **Our Community** - We will value our differences and benefit from our diversity of thought, background, and experience. We will reflect the diversity of those that we work with and for.

2. **Our Behaviours** – Our staff will act as role models and champions. Individually and collectively we will uphold our shared vision and stand up to challenge behaviours that don't reflect it.

3. **Our Progress** – Data will be central to our decision making in helping us measure and drive change. We won't stop listening and learning and will be honest and transparent about our progress.

OUR VISION

Our aim is to achieve a more equitable, diverse, and inclusive school by ensuring EDI is reflected in our values and embedded in our practises and in individual behaviours. We expect all of our third-party suppliers and partners to commit to our strategy and to treating their workforce with dignity and respect.