

Hereford Diocesan Board of Education: Equality and Diversity Policy

Introduction

Hereford Diocesan Board of Education (HDBE) is committed to promoting and realising equality of opportunity, protected by the Equality Act (2010), for all and ensuring diverse viewpoints inform our practice.

HDBE values the contributions which can come from including diverse voices and promoting a safe and welcoming workplace. HDBE understands that equal opportunity is dependent on valuing and cherishing difference.

'Educating for life in all its fullness' is central to the vision for education in our diocese and the HDBE aspires for our school communities to flourish together, reflecting Jesus' teaching and ministry and exemplifying 'love your neighbour'. HDBE work to inspire all of the church schools within our family to achieve this by delivering exemplary equal opportunities to all and sharing best practice.

Scope

This policy applies to all members of the HDBE Foundation Governors appointed by the HDBE in maintained church schools within the Hereford Diocese.

The DBE's commitments

HDBE will strive ensure governors and trustees conduct their responsibilities within an environment which promotes dignity, equality and respect for all. Discrimination, in its various forms, will be actively challenged should it ever arise and the HDBE will actively monitor equality and diversity of appointed foundation governors.

HDBE will try to ensure that no foundation governor receives less favourable treatment because of a protected characteristic. HDBE's objective is to ensure that individuals are selected and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

Breaches of this policy

No form of intimidation, bullying or harassment will be tolerated. If you believe that you as a governor or trustee may have suffered discrimination because of any of the protected characteristics outlined in this policy, you should consider:

- Raising the issue with your school in accordance with their complaint's policy
- Following the HDBE Guidance for Complaints against Governors/Trustees in Church of England schools and academies

Proposed policy implemented: September 2022

Policy to be reviewed: June 2023

Policy approved by DBE: 17th May 2022