

## **Northwood College for Girls (NWC) Diversity Statement**

NWC is a school that welcomes, supports and values all pupils, staff and parents. We encourage all individuals to be their authentic selves, and our school provides a safe environment in which to do so. We champion a culture where discrimination is not tolerated, and provide an environment of equal opportunities where everyone recognizes the positive contribution made by a diverse community. This Statement sits in tandem with the GDST's Undivided Charter for Action 2020.

### **Legal Duties**

As a school we welcome our duties under the Equality Act 2010 to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

We fully endorse the principles of the Act, and the work needed, to ensure that those with protected characteristics among our community are not discriminated against, and are given equality of opportunity. The protected characteristics covered in the Act are:

- Gender
- Disability
- Ethnicity
- Religion and belief
- Age
- Maternity and pregnancy
- Marriage and Civil partnership
- Sexual Identity
- Gender reassignment

In addition to the above stated characteristics, the School also includes Neurodiversity, Paternity and Adoptive Parents.

### **Core Statements:**

1. We recognise, welcome, support, respect and value diversity
2. We foster positive attitudes and relationships, and a shared sense of belonging
3. We observe good equalities practice, including staff recruitment, retention and development
4. We review our curriculum to ensure wide representation
5. We are inclusive of students and staff who are neurodivergent
6. Our extra-curricular and co-curricular activities are designed to promote a culture of inclusion
7. We regularly consult with all people across our community
8. We strive to ensure that society benefits from our diverse community and values

### **Addressing Bias Related Incidents**

NWC is opposed to all forms of prejudice and bias. We provide training to both our pupils and staff to increase awareness of the impact of bias. If incidents of bias occur, we will address them immediately with a view to promoting tolerance and understanding for all concerned.