



**ST GEORGE'S
C of E SCHOOL**

St. George's C of E Primary School
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FRIENDS OF ST GEORGE'S

EQUITY, DIVERSITY & INCLUSION POLICY

1.0 Introduction

Friends of St George's are committed to the values of equity, diversity and inclusion in our association and among our members.

Given the unique relationship we have with the school and within the local community, we have a responsibility to set and apply such standards and values expected.

The purpose of this policy is to ensure:

- 1.1 Equity, fairness and respect in all our procedures and activities.
- 1.2 We adhere to the principles of the Equity Act 2010 and the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation.
- 1.3 We oppose and avoid all forms of unlawful discrimination. This includes any activities, membership and dealing with grievances and discipline.

2.0 Implementation

The association commits to:

- 2.1 Encourage equity, diversity and inclusion in everything we do.
- 2.2 Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all.
- 2.3 Recognise and value individual differences and contributions.
- 2.4 Provide or obtain training for Committee members on the issues of equity, diversity and inclusion.

3.0 Visibility

3.1 All Committee members have formally agreed to adhere to this policy and an electronic record will be kept of this agreement

3.2 This policy will be published on our website.

4.0 Commitments & Actions

4.1 We will provide information, materials or suitable training to the Committee to assist in the operation of this policy.

4.2 Immediately address issues and complaints about discrimination or a breach of this policy.

4.3 Investigations will be fair but may result in disciplinary action in line with our adopted disciplinary policy.

4.4 The association may also consider it necessary to report matters of concern to the statutory authorities where potential criminal or safeguarding issues arise.

The association requires its Committee, volunteers and members to behave appropriately in the context of representing the association or the club in all forms of communication.