



Anti-discrimination Policy

Gayhurst School is completely committed to equal opportunities and values diversity amongst members of staff, applicants for employment, pupils and parents. It aims to ensure that individuals are treated equally and fairly. Gayhurst School and its staff will not therefore discriminate, directly or indirectly, (except insofar as the law may allow) on the grounds of:

- culture (including race and skin colour)
- ethnic or national origin
- nationality (including citizenship)
- age
- gender
- sexual orientation
- disability
- HIV status
- social class
- marital status
- membership of a trade union
- religion

It is the responsibility of the Governing Body and every member of staff to ensure the application of this policy. The success of the policy depends on the contribution made by everyone, in their own behaviour, in discouraging discrimination, bullying, harassment and victimisation by colleagues, pupils or parents and in encouraging good practice.

Gayhurst School will not tolerate acts which breach these principles and all instances of such behaviour or alleged behaviour will be taken seriously and fully and promptly investigated. Action by any member of staff that is deemed to be unacceptable renders that person liable to disciplinary action, which may lead to dismissal.