

St. Lawrence College

Whole School Equality and Diversity Policy



Our school is one community, united in our respect for each other, tolerant of differences and proud of our diversity, honest and positive about our learning and behaviour every day.

Reviewed: 2025

POLICY STATEMENT

St. Lawrence College Athens is committed to promoting equality, celebrating diversity, and creating an inclusive environment for all members of our school community. We believe that every individual has the right to be treated with respect and dignity, regardless of age, race, nationality, ethnicity, religion or belief, gender, gender identity, sexual orientation, disability, socio-economic background, or any other characteristic.

We aim to create and maintain a learning and working environment that is free from discrimination, harassment, and victimisation. This policy applies to all staff, pupils, parents, governors, and visitors.

OUR AIMS

We are committed to:

- Promoting equality of opportunity in all aspects of school life.
- Ensuring that all pupils and staff feel valued and supported.
- Preventing and addressing all forms of discrimination and bias.
- Encouraging an inclusive curriculum and teaching practices.
- Recruiting and retaining a diverse and talented staff body.

Complying with all relevant Greek and UK equality legislation, including the UK Equality Act 2010 where applicable in the context of our British curriculum.

SCOPE

This policy applies to all aspects of school life, including:

- Admissions and enrolment
- Teaching and learning
- Curriculum development
- Behaviour and discipline
- Pastoral care and safeguarding
- Recruitment, training, and employment of staff
- School events, extracurricular activities, and interactions with the broader community

RESPONSIBILITIES

- **Senior Leadership Team (SLT):** Embeds equality and diversity into strategic planning and school culture.
- **All Staff:** Expected to uphold the principles of this policy in their day-to-day interactions and teaching practices.
- **Pupils:** Encouraged to respect and celebrate diversity, and to report any concerns related to discrimination or bullying.
- **Parents and Guardians:** Expected to support the school's values of equality and inclusion.

CURRICULUM AND TEACHING

We are committed to delivering a broad, balanced, and inclusive curriculum that:

- Reflects diverse perspectives and experiences.
- Challenges stereotypes and promotes mutual respect.
- Encourages critical thinking and cultural understanding.

TRAINING AND DEVELOPMENT

All staff receive training on equality, diversity, and inclusion. This includes safeguarding, unconscious bias awareness, inclusive teaching strategies, and the handling of discrimination or prejudice-related incidents.

MONITORING AND EVALUATION

We monitor the effectiveness of this policy through:

- Pupil progress and attainment data (disaggregated where appropriate)
- Staff recruitment and retention patterns
- Behaviour and incident logs
- Regular policy reviews and updates

DEALING WITH DISCRIMINATION

Any incidents of discrimination, harassment, or bullying will be dealt with promptly in accordance with the school's Behaviour Policy and/or Staff Disciplinary Procedures. Victims of discrimination will receive appropriate support, and all concerns will be treated seriously, confidentially, and fairly.