



Hafez Persian Language School

Equalities Policy

POLICY DATE: September 2026

REVIEW DATE: September 2027

At Hafez School, we are committed to ensuring equality of education and opportunity for all pupils, staff, parents, and carers receiving services from the school, irrespective of race, gender, disability, faith or religion or socio-economic background. We are committed to promoting equality of opportunity and preventing unlawful discrimination, harassment and victimisation in accordance with the Equality Act 2010.

We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

In promoting equality, the school aims to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations between people who share a protected characteristic and those who do not.

The achievement of pupils will be monitored where appropriate and proportionate, to help identify inequalities, barriers to participation and areas where additional support may be required. We will use this data to support pupils, raise standards and ensure inclusive teaching.

We will tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions respect for all. At Hafez School, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Implementation

All staff, volunteers and Management Board members should understand and should be willing to implement the policy. They also will be encouraged to take part in anti-discrimination, equality, diversity and inclusion training where necessary.

The Hafez School will take reasonable steps to ensure that its activities, teaching and school environment are inclusive and accessible. The school will make reasonable adjustments, where required, to ensure that disabled pupils are not placed at a substantial disadvantage and can participate as fully as reasonably possible in the education, activities and opportunities provided by the school.

Our admissions arrangements are fair and transparent, and do not discriminate on race, gender, disability, or socio-economic factors. Admissions decisions will be made fairly and consistently and in accordance with applicable equality legislation and the school's admissions arrangements.

We are committed to the implementation of equal opportunities principles and the monitoring and active promotion of equality in all aspects of staffing and employment.

All staff appointments and promotions are made based on merit and ability and in compliance with the law. However, we are concerned to ensure wherever possible that the staffing of the school reflects the diversity of our community.

All staff will ensure that all pupils are treated fairly, equally and with respect, and will maintain awareness of the school's Equalities Policy and associated procedures.

All staff will strive to provide material that gives positive images based on race, gender and disability, and challenges stereotypical images. Teaching materials and activities should, where appropriate, positively reflect the diversity of the wider community and avoid discriminatory or stereotypical representations.

All staff will challenge any incidents of prejudice, racism or homophobia, as well as other forms of discriminatory language, harassment, victimisation or bullying, and record any serious incidents, drawing them to the attention of the head teacher.

All staff are expected to deal with any discriminatory incidents that may occur. They are expected to know how to identify and challenge prejudice and stereotyping; and to support the full range of diverse needs according to a pupil's individual circumstances.

The school recognises that discrimination may be direct or indirect and may include harassment, victimisation and discrimination arising from disability. School policies, practices and decisions will be reviewed where necessary to ensure that they do not unlawfully disadvantage individuals with protected characteristics.

Any pupil, parent/carers, member of staff or volunteer who experiences or witnesses discrimination, harassment or discriminatory bullying is encouraged to report it to a member of staff or the Head Teacher. Concerns will be taken seriously, recorded where appropriate and addressed in accordance with the school's relevant policies and procedures.

The school will not tolerate victimisation of any person who raises a concern or supports another person in raising a concern about discrimination.

The Management Board and Head Teacher are responsible for promoting this policy and ensuring that equality considerations are reflected, where appropriate, in the school's policies, activities and decision-making.

Monitoring and Review

The effectiveness of this policy will be reviewed regularly by the Head Teacher and Management Board. The policy will normally be reviewed annually, or earlier where there are significant changes to legislation, guidance or the circumstances of the school.

Approved by: Nazanin Abolkheriyan _____

Position: Head of the Hafez School _____

Date: 1st September 2026 _____

Signature:

