



Equality and Diversity Statement and Objectives 2023-2024

North Halifax Grammar School is committed to being an equal opportunity employer and to ensuring that all students, applicants and employees receive equality of opportunity. We do not simply respect or tolerate human diversity in all its forms, we actively value it and celebrate it. We fully meet our obligations under the Equality Act (2010) Public Sector Equality Duties.

We are current focusing on two specific objectives, namely:

1. To promote the celebration of human diversity in all its forms and in particular in relation to the 9 "Protected Characteristics" enshrined in UK law by the Equality Act (2010) (age, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, disability, race (including colour nationality, ethnic or national origin), religion or believe, sex and sexual orientation);
2. To ensure that we are working towards creating a workforce that is truly reflective and representative of the diversity of the community we serve and the society we are part of. We will do this by working to understand and remove any barriers or bias that might negatively impact anybody with pre- or more of the 'protected characteristics' in applying to or working at North Halifax Grammar School.

Please see our full Equal Opportunities Policy for further information.

<https://www.nhgs.co.uk/storage/app/media/Our%20Academy/Policies/equal-opportunities-policy-2022.pdf>