



SHREE SWAMINARAYAN  
VIDYALAY

# EQUALITY OBJECTIVES STATEMENT

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**Version control**

Date of introduction of this policy	November 2021
Revised	September 2023
Date for next review of this policy	September 2024
Policy owner	Vikesh Wagjiani
Policy owner (Proprietors)	Board of Directors

## Opening Statement

Shree Swaminarayan Vidyalay ("SSV") aims to meet its obligations under the Public Sector Equality Duty (PSED) by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

We will not discriminate against, harass or victimise any student, prospective student, or other member of the SSV community because of their:

- Sex
- Age
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Marriage and civil partnership

We aim to promote students' spiritual, moral, social and cultural development, with special emphasis on promoting equality and diversity, and eradicating prejudicial incidents for students and staff. Shree Swaminarayan Vidyalay is committed to not only eliminating discrimination, but also to increase understanding and appreciation for diversity.

## Aims to eradicate discrimination

We believe that a greater level of success from students and staff can be achieved by realising the uniqueness of individuals. Creating a prejudice-free environment where individuals feel confident and at ease is a commitment of the Centre. This environment will be achieved by:

- Staff and governors are regularly reminded of their responsibilities under the Equality Act.
- Being respectful
- Always treating all members of the community fairly
- Developing an understanding of diversity and the benefits it can have
- Adopting an inclusive attitude
- Adopting an inclusive curriculum that is accessible to all
- Encouraging compassion and open-mindedness

We believe that our students should be exposed to ideas and concepts that may challenge their understanding, to help ensure that students learn to become more accepting and

inclusive of others. Any challenging or controversial concepts will be delivered in a way that prevents discrimination and promotes inclusive attitudes.

## Dealing with prejudice

We do not tolerate any form of prejudice-related incident. Whether direct or indirect, we treat discrimination against all members of our community as unacceptable. SSV is devoted to ensuring appropriate action is taken and a resolution is put into place which is both fair and firm when an incident is reported to us through our reporting procedure.

Our students are taught to be:

- Understanding of others
- Celebratory of cultural diversity
- Inclusive
- Aware of what constitutes discriminatory behaviour
- Promoting tolerance, friendship and understand of a range of religions and cultures through different aspects of our curriculum.

The Centre's employees will not:

- Discriminate against any member of the SSV community
- Treat other members of our community unfairly

The Centre's employee's will:

- Promote diversity and equality
- Encourage and adopt an inclusive attitude
- Lead by example

## Closing statement

Shree Swaminarayan Vidyalay does not tolerate prejudice and we are continuously working towards a more accepting and respectful environment for our community.

Signed on behalf of the Management Committee:

Name: Vikesh Wagjiani

Signature:  Date: 16 September 2023