

## **St Mary's, Wivenhoe - Equality and Diversity Statement**

The purpose of this Equality and Diversity Statement is to encourage an atmosphere where everyone embraces the benefits of being part of a diverse community.

St Mary's is committed to the principle of valuing diversity. We recognise the benefits that can be enjoyed through a diverse community of people, harnessing their gifts and abilities, from different backgrounds and with different skills.

We are committed to providing fair and equal treatment for all associated, either formally or informally, with St Mary's. We expect all to treat everyone with whom they come into contact with dignity and respect.

Where required, inappropriate behaviour will be challenged. We will not accept behaviour such as:

- Physical violence
- Shouting or swearing
- Rudeness
- Isolating, ignoring or refusing to be with certain people
- Telling offensive jokes or name calling
- The display of offensive materials
- Lewd gestures or remarks

It is no defence to say that you did not intend your behaviour to cause offence, as it is for the person on the receiving end of the behaviour to decide what they consider to be offensive. It is the impact of the behaviour rather than the intent which is important.

If you unlawfully discriminate, harass or victimise another person on the grounds of sex, gender reassignment, marital or civil partnership status, race, ethnic or national origin, nationality, religion or belief, sexual orientation, age or disability, appropriate action will be taken by the relevant authorities in the absence of mitigating factors.

We hope this statement clearly sets out our intention to be a fully inclusive community, where all are welcome to become a contributing member of our community, without fear or hindrance and enjoy an environment where they grow and flourish in their experience of life at St Mary's.

January 2026