



THE
KING'S SCHOOL
CANTERBURY

Discrimination and Harassment Policy Statement

At King's we are committed to developing a culture in which diversity and inclusion is valued. With an appreciation for each other's differences and where our pupils, colleagues and customers and other stakeholders are treated with dignity and respect.

We take a zero-tolerance approach to all forms of discrimination, intimidation, bullying, harassment (including sexual) and victimisation. This includes any unwanted physical, sexual, verbal or non-verbal conduct which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

We have comprehensive policies designed to help prevent discrimination and harassment, and clear procedures to investigate, address, remediate and learn from any incidences, and to ensure all colleagues are treated, with respect and dignity.

We're committed to giving everyone an equal opportunity and to eliminate discrimination on the basis of:

- sex
- race
- gender reassignment
- sexual orientation
- age
- religion or belief
- pregnancy and maternity
- disability
- marriage and civil partnership

We continue to develop, apply, and evolve our internal policies to support these commitments. And to prevent discrimination and bias on any basis.