



## Our Commitment to Equality and Diversity

The Cranbrook School community has been shocked and saddened to witness the recent turbulence in American states and in parts of the United Kingdom following the appalling treatment and killing of George Floyd.

We cannot emphasize enough our position on racism and the mistreatment of minorities of any description in any society. It is not for schools simply to teach about the ills of the past, but rather to be at the forefront of the mission to tackle discrimination, to champion equality and to celebrate diversity.

You can read our Equality and Information and Objectives statement on our website: [please click here](#).

This makes clear our aims in promoting equality and defending diversity. These are as follows:

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

As to how we propose to fulfil these aims, we have worked hard to develop a robust series of guiding principles consisting of:

1. Removal of disadvantages are connected to a protected characteristic.
2. Meeting the specific needs of people who have a protected characteristic.
3. Encouraging students who have a protected characteristic to participate fully in school activities.
4. Analysing data showing how students with different characteristics are performing to determine strengths and areas for improvement and to minimise any gaps in attainment.

Cranbrook prides itself on its education for character and on its tradition of producing rounded and grounded citizens of the world who often go on to make important contributions in their professional lives. We celebrate our own diversity, which stems from the rich boarding traditions of the school. We are not complacent and are listening to our students, alumni and staff about all aspects of their experience of us a school.

The school has a designated member of staff for monitoring equality issues ([weedsj@cranbrook.kent.sch.uk](mailto:weedsj@cranbrook.kent.sch.uk)) and an equality link governor ([addymann@cranbrook.kent.sch.uk](mailto:addymann@cranbrook.kent.sch.uk)).

You are very welcome to make contact if you wish, making use of the email addresses given.