



The Ecclesbourne School

“Learning together for the future”

EQUAL OPPORTUNITIES POLICY

December 2015

Introduction

The Ecclesbourne School recognises its duties under the Equalities Act 2010 and the Education Act 2011 such that unlawful discrimination is unacceptable and although equality of opportunity has been a long-standing feature of its educational and employment practices and procedure, the School has made the decision to adopt a formal equal opportunities policy. Breaches of the policy may lead to disciplinary proceedings and, if appropriate, disciplinary action.

Aims

The aim of the policy is to ensure no job applicant or employee is unlawfully discriminated against either directly or indirectly, for example, on the grounds of race, colour, creed, nationality, ethnic or national origin, religious belief, political opinion or affiliation, sex, marital status, sexual orientation, disability or age.

Ethos

The School has created, and will strive to maintain, an environment and ethos in which it is made clear that all students and staff are equally important and valued. The school believes that all students and staff should be treated as individuals whose potential deserves to be developed regardless of gender.

Staffing and Training

The School will ensure that the policy is circulated to any agencies responsible for its recruitment and a copy of the policy will be made available for all employees and made known to all applicants for employment.

The policy will be implemented in accordance with the appropriate statutory requirements and full account will be taken of all available guidance and in particular any relevant Codes of Practice.

The School will maintain a neutral working environment in which no worker feels under threat or intimidated.

The recruitment and selection process is crucially important to any equal opportunity policy. We will endeavour to ensure that employees making selection and recruitment decisions will not unlawfully discriminate in making these decisions.

Job descriptions will be revised to ensure that they are in line with our equal opportunity policy. Job requirements will be reflected accurately in any personnel specifications and appointments will be made on suitability to meet the personnel specifications.

We will adopt a consistent, non-discriminatory approach to the advertising of vacancies.

All applicants who apply for jobs with us will receive fair treatment and will be considered solely on their ability to do the job.

Short listing and interviewing will be carried out by more than one person where possible.

Interview questions will be related to the requirements of the job.

We will not disqualify any applicant because s/he is unable to complete an application form unassisted unless personal completion of the form is a valid test of the standard of English required for the safe and effective performance of the job.

Selection decisions will not be influenced by any perceived prejudices of other staff. The interview panel should, whenever possible, have a mix of members by gender.

Promotion and advancement will be made within the overall framework and principles of this policy.

Staff responsible for appointments will receive training as necessary in the application of this policy to ensure that they are aware of its contents and provisions.

Parents/Carers

The School's commitment to equal opportunities and gender equality will be made explicit to parents via the school website.

Curriculum

The Ecclesbourne School will strive to ensure the curriculum is equally available to all students. Further, the curriculum and will be presented in such a way as to ensure that positive images of all groups are presented to students as appropriate.

Equality of opportunity does not mean that all students will study all subjects on offer, but rather, that all students should have an equal chance to study any subject. Continuous care will be taken in the structuring of the timetable to ensure that this choice remains real.

The school shall ensure that written, audible and visual material is equally suitable and accessible for use by all students This policy will be adhered to throughout all subject areas.

Discipline

The School will continue to ensure that it does not exhibit differential expectations or employ differential sanctions or rewards in regard to behaviour considered acceptable.

Students will be given the opportunity to understand how issues of equality relate to them, appropriate to age and ability and be expected to act in accordance with the policy.

Careers Information Advice And Guidance

The School strives to ensure that all students are treated equally and are offered advice about careers based on interests and ability alone.

Monitor and Review

We will review our objectives in relation to any changes in legislation or our school profile at least every four years.