



## **INTRODUCTION AND AIM**

The governors and staff at Ashby Hill Top Primary School are committed to promoting equality of opportunity for all. They will strive to ensure that all existing and potential staff, pupils, parents, carers and users of the school are treated fairly and consistently.

The aim of this policy is to ensure that no one receives less favourable treatment on the grounds of race, nationality, ethnic origin, sex, age, pregnancy and maternity, health, marital status, disability, sexual orientation or religion, or is disadvantaged by conditions or requirements which are not essential for carrying out the job.

## **RESPONSIBILITY FOR IMPLEMENTATION**

It is the duty of all employees to accept their personal responsibility in the implementation of the policy. At the same time, the Governors acknowledge that additional responsibilities fall upon the Head Teacher and Management team in the supervision and training of staff.

## **TRAINING AND DEVELOPMENT**

All employees will be given equal opportunity and encouraged to progress within the organisation. During Performance Management Meetings, staff desire to progress is discussed and opportunities are given if they are appropriate to the staff members professional development or are in line with school development and funding is available.

Attention will be given to possible remedies for under-representation of any group at any particular levels within the school.

## **RECRUITMENT AND SELECTION**

The recruitment and selection procedures adopted by the school will promote equality of opportunity. All applicants for any position in the school will be assessed only on candidates' ability to fulfil the post to the highest standard which includes safeguarding aspects. Race, nationality, ethnic origin, sex, age, pregnancy and maternity, health, marital status, disability, sexual orientation or religion are factors which will not have any bearing on an appointment decision. Selection criteria and procedures will be regularly reviewed in the light of personal records to ensure that individuals are selected, promoted and in all other ways treated on the basis of their relevant merits and abilities.

## **PROVISION OF EDUCATIONAL OPPORTUNITIES**

**All pupils will be given equal access to educational opportunities provided by the school and in line with the DDA (2010).**

Legal duties and obligations under the Equality Act

Under the Equality Act, it is unlawful to treat people less favourably because of something connected with their disability.

Under the legislation the employer has to make 'reasonable adjustments' if a disabled job applicant or employee is at a disadvantage in relation to others. The duty applies to both the physical features of the employer's premises, e.g. fittings and equipment, and to all other aspects of employment including recruitment, training and retention.

If a disabled person has grounds to believe they have been discriminated against by their employer (also covered at the recruitment stage), they can take the organisation to an Employment Tribunal.

Disability discrimination also applies to the provision of goods and services, access to facilities, education and the buying or renting of property or land, all of which must be supplied in ways that do not discriminate against people with disabilities.

**CURRICULUM AND INCLUSION** Through regular assessment, planning and tracking of children, the staff at Ashby Hill Top are able to ensure that **all** children in the school are provided with a rich and balanced curriculum and also given equal opportunities to develop their skills and interests.

### **MONITORING**

The Governing Board will monitor the implementation of this policy by reviewing procedures within the school.

### **COMPLAINTS OR GRIEVANCE**

Any employee, who believes that he or she has been unfairly treated in any sense associated with this policy, is entitled to raise the matter through the appropriate grievance procedure. Any parent, guardian or user of the services of Ashby Hill Top Primary School, who believes that they have been unfairly treated, is entitled to raise the issue through the appropriate complaints procedure.