

LEICESTERSHIRE COUNTY COUNCIL

HIGHGATE PRIMARY SCHOOL

Equal Opportunities
POLICY

2019

Equal Opportunities Policy Sept 2019

Equal Opportunities.

The governing body will not discriminate against children job applicants, staff, parents or volunteers on the basis of their disability, sex, marital status, race, nationality, ethnic origins, religious belief, age, maternity, transgender or sexual orientation.

Children.

Children will be actively taught to celebrate and welcome difference using the belief that we feel Everyone is Welcome and there are No Outsiders in our school.

In school there must be no discrimination on grounds of any of these protected characteristics in;

- Providing teaching.
- Applying standards of dress or behaviour.
- Excluding pupils.
- Allocating resources.

Staff.

There must be no discrimination against anyone on grounds of the protected characteristics of the Equality Act (2010). This applies to;

- Recruitment and selection.
- Conditions of employment.
- Promotion and training opportunities.
- Discipline and grievance procedures.
- Dismissals.

Complaints.

Complaints about discrimination will follow the standard complaints procedure.

The Equal Opportunities Commission and the Commission for Racial Equality have a legal responsibility to advise on claims of sex and race discrimination.

Formal Recruitment Procedure:

See Recruitment and Selection Policy.

Training:

Staff will receive training/advice in matters of Equal Opportunities should the need arise.

Reviewed by Mr T. Jenkinson

Sept 2019

To be reviewed Sept 2022