**Wribbenhall School**

**Equal Opportunities Policy**



Written: Summer Term 2018

Date of Next review: Spring Term 2021

**To be read in conjunction with:**

Curriculum Policy

SEN Policy

Equality and Diversity Policy

Safeguarding policy

**Approved by:**

Proprietor: Ellis Wells

31st July 2018

# Equal Opportunities Policy

Wribbenhall School recognise that everyone has a contribution to make

to our society and a right to equal opportunity.

No job applicant or employee, member, volunteer or organisation/individual to

which we provide services will be discriminated against by us on the grounds of:

* gender (including sex, marriage, gender re-assignment);
* race (including ethnic origin, colour, nationality and national origin);
* disability;
* sexual orientation;
* religion or belief;
* age.

We aim to promote equal opportunities, eliminate discrimination and eliminate

harassment through the following:

* Opposing all forms of unlawful and unfair discrimination.
* All employees (whether part-time, full-time or temporary), volunteers,

members, and beneficiaries will be treated fairly and with respect.

* All vacancies will be advertised internally and externally simultaneously

and will include a statement on equal opportunities.

* Selection for employment/volunteering, promotion, training or any other

benefit will be on the basis of aptitude and ability. All selection/rejection

decisions will be recorded.

All employees/volunteers/members will be helped and encouraged to

develop their full potential and the talents and resources of individuals

will be fully utilised to maximise the efficiency of the organisation.

* All employees/volunteers/members have a legal and moral obligation

not to discriminate and to report incidents of discrimination against any

individual or group of individuals to (Insert who to).

Our commitment:

* To create an environment in which individual differences and the

contributions of all our staff, volunteers, members and beneficiaries are

recognised and valued.

* Every employee, volunteer, member and beneficiary is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
* Training, development and progression opportunities are available to all staff/volunteers.
* Equality is good management practice and makes sound sense.

Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

* This policy is fully supported by the Proprietor.
* The policy will be monitored and reviewed annually.

The successful implementation of this policy depends on the awareness and

commitment of all staff, volunteers, Governors. All new staff, volunteers, Governors will be made aware of it’s existence and on joining the school and reminded they must conform with it on a regular basis.