



## Equal Opportunities Policy - Staff

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Designation	Registered Person/ Head of Care	Date	June 2015

Our Place are supported by RBS Mentor, Employment Law and HR Specialists with regards to all aspects of HR.

## **Purpose**

Equality and diversity runs through all aspects of Our Place's policies and procedures, managing and valuing diversity within children and staff groups is central to building successful relationships and allowing others to reach their full potential in turn contributing to business success. All will be valued as individuals regardless of nationality, domestic circumstances, age, marital status, gender, disability, ethnic origin, race, colour, religion or belief.

Within an employment context, a more diverse workforce is likely to offer a wider range of skills and experiences to the business and those in its care, whilst offering greater flexibility and creativity to meet business challenges.

Our Place is committed to:

- Promoting equality of opportunity amongst all its employees and the children in our care.
- Promoting good relationships in which people from all backgrounds and domestic situations can work harmoniously together - within the classroom, care home or in the working environment.

This Policy will guide staff in the provision of an environment in which there is fair provision of services and opportunities to all those served or employed by the company irrespective of gender, creed, marital status, race, disability, age and sexual orientation. This is in line with the 1976 Race Relations Act and covers both direct and indirect discrimination.

## **Aims and Objectives**

Our Place:

- promotes the principles of fairness and justice for all
- works to remove any forms of indirect discrimination that may form barriers to learning
- ensures that all recruitment, employment, promotion and training systems are fair to all, and provide opportunities for everyone to achieve
- should an employee becomes incapable of completing their present role or a prospective employee with disabilities is a prospective candidate for a position of employment, they will be invited to advise the company of any reasonable adjustments of their employment or working conditions which they believe would be necessary or helpful in the performance of their duties. Where such adjustment, are reasonable and practical, they will be implemented.
- challenges stereotyping and prejudice whenever it occurs
- celebrates the cultural diversity of our community and show respect for all minority groups

- we are aware that prejudice and stereotyping is caused by low self-image and ignorance. Through positive educational experiences and support for each individual's point of view, we aim to promote positive social attitudes and respect for all
- all staff are responsible for identifying and reporting behaviours that go against the spirit and intentions of this policy, disciplinary action may be taken against those reported.
- staff must also ensure they incorporate the principles of equality and diversity in all aspects of their work, including the care and teaching of others.

## **Anti-racism**

We do not tolerate any forms of racism or racist behaviour. Should a racist incident occur, we will act immediately to prevent any repetition of the incident. When this incident is a part of a pattern of behaviour this will be subject to disciplinary procedures which could eventually lead to the perpetrator being dismissed. We endeavour to make our school welcoming to all minority groups. Should anyone at our school be a victim of racism, we will do all we can to support that person in overcoming any difficulties they may have through the school's counselling service for staff.

## **The Role of Management**

The SMT has set out its commitment to equal opportunities in this policy statement, and it will continue to do all it can to ensure that all members of the community are treated fairly and with equality.

The SMT will undertake Equal Opportunity monitoring within recruitment and selection decision making to ensure this policy is adhered to.

The SMT seeks to ensure that people with disabilities are not discriminated against when applying for jobs at our school. We take all reasonable steps to ensure that the school environment gives access to people with disabilities.

The SMT implements the school's equal opportunities and anti-racist policy. It is the SMT's role to ensure that all staff are aware of the school policy on equal opportunities and that all staff apply these guidelines fairly in all situations. The SMT ensures that the appointments panels give due regard to this policy, so that no-one is discriminated against when it comes to employment or training opportunities. The SMT treats all incidents of unfair treatment and any racist incidents with due seriousness.

## **Monitoring and Review**

It is the responsibility of the SMT to monitor the effectiveness of this Equal Opportunities policy.

They do this by:

- Monitoring the ethnic minorities, other cultures and gender balance.