



Cumberland
School

Equal Opportunities Policy

Last Update: September 2019

Next Update: September 2020

Equal Opportunities Policy

Statement and Vision

Witherslack Group is committed to equality of opportunity and to a pro-active and inclusive approach to equality, which supports and encourages all and promotes an inclusive culture, and values diversity. In order to express this commitment, we develop, promote and maintain policies that will be conducive to the principles of fairness and equality in the workplace.

The objective of this policy is that no person should suffer or experience less favourable treatment, discrimination or lack of opportunities on the grounds of age, disability, gender (including gender reassignment), Marriage and civil partnership, pregnancy and maternity, race including colour, nationality, ethnicity or national origin, sex, sexual orientation, religion or belief in line with the Equality Act 2010.

We are therefore committed to a policy and practice which require that all employees and potential employees are treated equally. Career progression will be determined only by personal merit, by performance and by the application of criteria which are related to the duties and conditions of each particular post and the needs of the establishment.

If any person appointed as an employee considers that he or she is suffering from unequal treatment on any of the above grounds in his or her appointment, or progression through the company, he or she may make a complaint, which will be dealt with through the agreed grievance procedure.

In response to

A number of key pieces of legislation including:

- Employment Act (2008)
- Equality Act (2010)

Our Responsibility

As part of maintaining a high quality workplace, we will:

- Ensure that people who are in our employment are protected from direct discrimination on the basis of a 'protected characteristic'. The relevant characteristics are:
 - disability
 - age
 - gender reassignment
 - pregnancy and maternity leave
 - race – this includes ethnic or national origins, colour and nationality
 - religion, belief or lack of religion/ belief
 - sex
 - sexual orientation
 - marriage and civil partnership

Except in the case of pregnancy and maternity, people who are protected do not actually have to possess the characteristic themselves. Protection also applies, for example, where the person is unfairly treated because they are wrongly perceived to have a particular characteristic (or are treated as though they had it) or because they associate with someone who has the characteristic.

- Promote equality of opportunity

- Have due regard to the need to eliminate discrimination on grounds of race, sex, disability, and all other grounds set out in the statement on equal opportunities
- Monitor the recruitment and progress of staff, paying particular attention to the recruitment and progress of ethnic minority staff, women, and disabled staff
- Promote an inclusive culture, good practice in teaching, learning, and assessment, and good management practice, through the development of codes of best practice, policies, and training
- Take positive action wherever possible to support this policy and its aims
- Create a culture that recognises, respects, values and harnesses differences for the benefit of the company and its users
- Ensure that new staff are made familiar with the policy upon recruitment/induction
- Ensure all staff complete Equality and Diversity Training
- Promote respect for the rights and responsibilities of all members of the establishment's community
- Have in place suitable staff recruitment procedures that promote equal opportunities and ensure that staff have equal access to professional development opportunities; ensure that there is no discrimination against staff or eligible applicants for posts on the grounds of a protected characteristic.
- Identify, record and respond to any incident of harassment/victimisation or discrimination based on a protected characteristic. Make reasonable adjustments to the environment and working practices to accommodate persons with disabilities.
- Provision of clear direction and support to staff in ensuring that all children and young people are given equal opportunities

Implementation

- Ensure the effective implementation of this policy the leadership team will;
- Ensure guidance is available to staff on how best to promote positive attitudes to cultural diversity, gender equality, disability and special educational needs through schemes of work, resource material and classroom displays
- Ensure that written and spoken language is used in ways which do not assume stereotypes or cause offence
- Ensure the promotion of a pro-active approach to equality and diversity
- Ensure all staff are aware of how to promote an environment where everyone is treated with respect, dignity and sensitivity
- Ensure staff complete Equality and Diversity training
- Ensure if any staff are in breach of this policy a full investigation is carried out, which may lead to disciplinary action up to and including dismissal.

Further Reading

- Employee Handbook
- Code of conduct
- Disciplinary and Grievance policy
- Whistleblowing policy