

EQUAL OPPORTUNITIES POLICY

EMPLOYEES

Pennthorpe School believes in and is committed to the principle of equality of opportunity. Pennthorpe recognises its responsibilities as an employer to encourage the fair treatment of all employees and job applicants and the benefits this brings to Pennthorpe and its employees.

The policy applies to all Academic, Ancillary and Support Staff and prospective employees of the School and is fully supported and endorsed by the Governing Body.

POLICY STATEMENT

We are committed to ensuring the fair and equal treatment of all employees and job applicants.

We aim to ensure:

- ☉ No-one receives less favourable treatment on any grounds including age, gender, sexuality, race, religion, marital status, political belief, disability;
- ☉ There is no discrimination in employment and that decisions on recruitment, promotion, training and development, and terms and conditions are based solely on job related ability and merit;
- ☉ All Employees accept their responsibilities for good equal opportunities practices and work together towards a positive approach and a culture of fairness and equal treatment for all.

Pennthorpe School opposes all forms of discrimination, direct or indirect, and aims to eliminate discriminatory practice and promote measures to combat its effects.

RESPONSIBILITIES

PENNTHORPE SCHOOL AS AN EMPLOYER WILL:

- ☉ Promote equal opportunities in all aspects of employment;
- ☉ Ensure that all employees are kept informed about their responsibilities regarding equal opportunities;
- ☉ Fully investigate all complaints of discrimination;
- ☉ Monitor the effectiveness of the policy and identify practices that maybe discriminatory.

EMPLOYEES OF THE SCHOOL MUST:

- ☉ Adhere to the School commitment to equality of opportunity in their work;
- ☉ Work together towards a culture of fairness and equal treatment for all;
- ☉ Not themselves or encourage others to practice discrimination;
- ☉ Advise management if they suspect that discrimination is taking place;
- ☉ Not victimise anyone who makes a complaint or aids a complainant.

CLAIMS OF DISCRIMINATION

The School will deal promptly and effectively with all allegations of discrimination in employment. All complaints must be addressed to the Headmaster.

All complaints of discrimination will be taken most seriously and disciplinary action may be taken against any participant.

RELEVANT LEGISLATION

Sex Discrimination Act (1975)

Race Relations Act (1976)

Disability Discrimination Act (1995)

Rehabilitation of Offenders Act (1974)

Equal Pay Act (1970)

WHOLE SCHOOL

Pennthorpe School considers itself a community in which each individual's needs should be recognised and each of its members' talents and aptitudes should be fostered. It is as a living and caring community that the school is committed to ensuring a policy of equal opportunities for children, parents and staff and respects the diversity of all members regardless of age, gender, sexuality, race, religious belief, or disability.

The School will abide by all relevant legislation and, in particular, will not discriminate on grounds of age, gender, sexuality, race, religion or disability.

This policy extends to the school's recruitment and admissions procedures. The care for each child is central to the school's aims and provisions.

Pennthorpe understands the contribution that education can make in encouraging positive and questioning attitudes towards Equal Opportunities in the context of the wider community and recognises that:

- 🕒 Developing understanding of the views and rights of groups to which we do not ourselves belong is an important part of learning to live in society.
- 🕒 The school's curriculum is enhanced by children learning to understand and respect differences of gender, sexuality, race, religious belief, ability or disability and social disadvantage.

The school undertakes therefore:

- 🕒 To promote the self-esteem and to foster the social and emotional growth of each child throughout school life and in particular through the school's pastoral system and PSHE curriculum.

- ☉ To endeavour to ensure that both boys and girls have full entitlement to a broad and balanced programme and opportunities.
- ☉ To provide, through the behaviour of the staff, towards each other and towards children, an example that will encourage children to grow up conscious of the importance of equal opportunities and respect for others.
- ☉ To respect the cultural and ethnic diversity of children, parents and staff, welcoming the enrichment of the environment which this brings, and to foster positive attitudes towards our multi-cultural society.
- ☉ To recognise and value differing religious belief systems within the teaching of religious studies, and to make staff and pupils aware of relevant religious festivals and of any implication they may have for certain pupils.
- ☉ To make opportunities within the life of the school to increase religious awareness and tolerance and to forge links with the wider community to promote an understanding and respect for others.

The school will make every effort to ensure that no child, parent or member of staff is disadvantaged as a result of their disability, although it needs to be recognised that the physical layout of some of the buildings may restrict the movement of individuals with particular difficulties with mobility.

Racist or sexist language or behaviour, and other acts of intolerance are not accepted. The school recognises the value to children of having male and female role models. However, vacant posts are always filled by the best applicant, irrespective of gender.

The continuing development of our community and the equality of opportunity on which it is based, requires the co operation and commitment of all concerned.

The Headmaster is responsible for ensuring this policy is followed. Any parent, child or member of staff who considers there has been a breach of this policy should inform the Headmaster who will investigate the matter and take action as appropriate.