



HIGHLEES PRIMARY SCHOOL

Highlees Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

STATEMENTS OF POLICY ON EQUAL OPPORTUNITY IN EMPLOYMENT: SEX, MARITAL STATUS, RACE, AGE, DISABILITY, RELIGION AND BELIEF

EQUAL OPPORTUNITY IN EMPLOYMENT

The Sex Discrimination Act 1975, the Race Relations Act 1976 and the Disability Discrimination Act 1995 make it unlawful to discriminate against a person on the grounds of their sex, marital status, race or disability. In its commitment to equal opportunities and in order to fulfil its statutory obligations, the Governing Body of *HIGHLEES PRIMARY SCHOOL* has adopted policies to promote sex and racial equality, equality for disabled people and equality for persons of differing religious beliefs and sexual orientation. To contravene these policies by acting in a discriminatory way is a disciplinary offence, likely to lead to disciplinary action.

Under present legislation, it is not unlawful to discriminate against candidates or employees on grounds of their age. However, the School has gone beyond its statutory obligations by adopting its own policies to promote equality of opportunity on this ground also.

Set out below are statements of the school's policies which should be read and fully observed at all times.

1. Statement of Policy to Promote Sex Equality in Employment

This School undertakes not to discriminate unlawfully, either directly or indirectly, against a job applicant or one of its own employees, on grounds of sex or marital status.

2. Statement of Policy to Promote Racial Equality of Opportunity in Employment

This School's policy is to ensure that no job applicant or employee receives less favourable treatment by reason of race, colour or ethnic or national origin; and is not put at a disadvantage by the setting of qualifying conditions or requirements which have the effect of discriminating on racial or ethnic grounds.

All personnel policies and procedures will be administered so as not to discriminate between employees on grounds of racial or ethnic origin.

The main personnel policies and procedures affected relate to recruitment, selection, payment, conditions of employment, training assessment, promotion, discipline, dismissal, health, safety and welfare. The only exceptions allowed by law are where ethnic origin is a genuine occupational qualification which determines selection for a particular job and where ethnic origin has to be taken account of as part of a programme of recruitment and training.

The School will monitor and review the effectiveness of this policy periodically.



3. Statement of Policy to Promote Equality of Employment for Disabled Persons

The School's policy recognises the intentions and thinking behind the Disability Discrimination Act 1995 and fully accepts that a disability should not bar a person from employment in the school unless it would genuinely and significantly impede that person from doing the work in question, and there is nothing the governors can reasonably be expected to do to overcome this. Therefore, in fulfilment of this recognition:

In all arrangements for recruitment to vacancies, disabled persons will be given full and fair consideration.

If practicable, the Governing Body will make reasonable adjustments to the job requirements, conditions and environment to enable suitable disabled persons to be employed, or a newly disabled employee to continue in employment.

Disabled employees will be given equal opportunity for training relevant to their current job, or for promotion, and will be given special training, if required, in order to have an equal chance of promotion.

4. Statement of Policy to Promote Equality of Employment on Grounds of Age

This School affirms the policy not to discriminate on grounds of age in employment and in job recruitment and selection.

5. Statement of Policy to Promote Equality of Employment on Grounds of Religion and Belief

This School affirms the policy not to discriminate on grounds of religion and belief in employment and in job recruitment and selection.