

## Equal Opportunities in Employment Policy Statement

### 1. Statement of intent

The Academy recognises the value of, and seeks to achieve, a diverse workforce which includes people from differing backgrounds, with different skills and abilities. The Academy will take positive steps to create an employment culture through its governing body, managers and other employees, in which people can feel confident of being treated with fairness, dignity and tolerance, irrespective of their individual differences. This commitment extends beyond the relationship between, and conduct of, employees and potential employees, to the whole Academy community and others connected with it. The Academy is committed to the elimination of unlawful discrimination and to the promotion of good relations between all and this policy complements other equalities policies within the Academy. Specifically this policy should be read in conjunction with the Academy's race equality policy.

### 2. Objectives

The Academy will uphold its obligations under law and national collective agreements not to discriminate in any of its activities against employees or applicants for employment on the grounds of their sex, sexual orientation, marital status, disability, race, colour, age, nationality, ethnic origin, religion or creed. It further seeks to ensure fair treatment to all on employment matters whether or not their personal circumstances and differences are covered by these formal agreements and to consider the practicality of accommodating the particular needs of all groups.

This policy deals with matters of employment in the broadest sense, and this includes the protection of staff from harassment or discrimination by any member of the Academy community or other persons connected with the Academy.

### 3. Responsibilities

It is recognised that everyone influences how equality is achieved and that everyone has a responsibility to uphold the law and principles of equality of opportunity. In addition to these general responsibilities, there are other specific responsibilities.

#### 3a) The governing body has responsibility for:

- supporting the implementation of the Equal Opportunities in Employment Policy;
- ensuring that Academy employment policies and recruitment documentation and practice are consistent with the non-discriminatory objectives of the policy;
- collating, analysing and monitoring policy and practice, initiating appropriate Academy responses to findings;
- ensuring that complaints are investigated and dealt with effectively;
- appropriate training takes place for governors and employees.

#### 3b) The Principal and other managers and supervisors have responsibility for:

- ensuring that the Equal Opportunities in Employment Policy is implemented in employment and management practices;
- ensuring that the policy is brought to the attention of all employees and that all staff receive appropriate training;

- compliance with the policy at a practical level through action in recruitment and selection, training and development and general management;
- encouraging good practice by people they manage and dealing appropriately with breaches of this policy;
- monitoring day to day operation of relevant policies and procedures;
- a member of the senior leadership team is the nominated lead on equalities issues.

3c) All employees have a responsibility to:

- act within the law on equal opportunities and a contractual duty to comply with the policy;
- take part in relevant training and to comply with measures introduced to ensure equal opportunities and non-discrimination;
- report, to their line manager, or other appropriate person, any breaches of this policy enacted against him/herself or another person.