

Equal Opportunities Policy (Staff)

Rationale

Respect for all human beings implies equal opportunities for all. Medina House School is committed to developing and maintaining the culture and attitudes required to ensure that all staff are treated fairly. We believe that no-one should be disadvantaged by the nature of their sex, disability, marital status, race, colour or any other unjustifiable criteria. All staff are expected to make a positive personal contribution through their attitudes and actions to promote real Equal Opportunities for all. This policy embraces the areas of advertising, recruitment and selection, terms on which employment is offered, job allocation, promotion, training, discipline and grievance issues and all other aspects of day to day employment.

All school policies, practice and organisation have been based on the following principles :-

- That every pupil, parent and member of staff has a right to feel safe and valued.
- That we will all strive to be non judgemental and mutually supportive
- That every person can take the lead and help to make decisions

Aims

1. Discrimination on the basis of colour, culture, origin, sex, age disability is unacceptable in Medina House.
2. Every member of staff will endeavour to further this objective by personally contributing towards a happy and caring environment and by showing respect for and appreciation of each other as individuals.
3. We are committed to ensuring equality of opportunity for employment and advancement so that all employees/ job seekers are recruited, trained and promoted solely on the basis of merit and justifiable job requirements.
4. The school values diversity amongst the staff.
5. All forms of discrimination by any person within the school will be treated seriously.
6. An equal opportunities philosophy will be practised by the staff.

Guidelines

This policy is to be read in conjunction with the Authority's equal opportunities Code of Practice which sets high standards of good employment practice embracing:-

Fairness in Recruitment and Selection
Training and Development
Work breaks
People with Disabilities
Harassment
Dealing with complaints

Monitoring

The school will systematically analyse information produced by monitoring, training, recruitment and selection, promotion, resignation and redundancies, grievance and disciplinary procedures during the course of each academic year through the School Business Manager and the Governing Body.

Reviewed April 2008