



## **Equal Opportunities Policy**

### **Rationale / Summary:**

Open Box Education Centre is committed to social justice and actively opposed to discrimination in society.

Open Box Education Centre believes that all people are of equal value and worth and that all, regardless of age, gender, ethnic origin, religion, social circumstances, disability or sexual orientation, should have an equal opportunity to fulfil their potential. Open Box Education Centre seeks to provide services on a fair and equitable basis.

### **Purpose / Objectives:**

- To heighten awareness of the importance of equality of opportunity for all staff, governors and young people.
- To examine, monitor, review and, where appropriate, modify the Centre's practice and provision in order to promote equality of opportunity.
- To encourage a positive attitude and commitment to the principles and practice of equal opportunities.
- To encourage all students in the development of their sense of personal worth and self-esteem.

### **Guidelines / Procedures:**

- The issue of equal opportunities should be a consideration in the procedure for appointing staff and governors
- All staff and governors should be made aware of their responsibilities regarding equal opportunities as employees of Open Box Education Centre.
- There should be effective post-16 liaison which counteracts built-in assumptions and prejudice.
- The centre should adopt syllabuses, resources and teaching strategies which promote equal opportunities.
- The centre's work experience and careers counselling should be free of traditional stereotypes.
- It is the responsibility of all staff, governors and young people to give fair and equal treatment to others regardless of age, gender, ethnic origin, religion, social circumstances, disability or sexual orientation.

- Incidents of racial abuse will be reported to the principal and dealt with according to the behaviour policy.

**Recruitment:**

As an employer Open Box Education Centre aims to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, nationality, ethnic origin, religion, gender, sexual orientation, disability, educational status, marital status or age.

Entry to employment and promotion or change of posts is determined by personal merit and ability relevant to the purposes of Open Box Education Centre.

Open Box Education Centre aims to ensure that people with disabilities are given equal opportunity to enter employment. In doing so, it will fully consider reasonable adjustments to working practices, equipment and premises to ensure that a disabled person is not put at a substantial disadvantage due to their disability. In addition, when staff members become disabled in the course of their employment, every effort will be made through reasonable adjustment, retraining or redeployment to enable them to remain in the employment of Open Box Education Centre.

It is the intention of Open Box Education Centre that no individual or organisation connected with its activities shall hinder the positive implementation of this policy. Any form of discrimination is unacceptable to Open Box Education Centre.

Any employee may complain about discriminatory conduct. No individual will be penalised for raising a grievance unless it is proved to be untrue and made in bad faith. Any complaints will be fully investigated. Any discrimination or harassment proven to have taken place will be regarded as misconduct for the purposes of disciplinary procedures.

All staff will be required to demonstrate that they are able to work within Open Box Education Centre's ethos.

**Approved by:** ..... (Principal) ..... (date)

**Authorised by:**..... (Chair of Governors) ..... (date)

**To be reviewed every:** 3 Years

**Next review date:** July 2020