

# Gorse Hill Primary School



## Equality and Diversity in Employment Policy Statement

<b>Date of Policy</b>	<b>September 2020</b>
<b>Ratified by Governors</b>	<b>14<sup>th</sup> October 2020</b>
<b>Signature of Chair of Governors</b>	
<b>Reviewed</b>	<b>October 2023</b>
<b>Date of next review</b>	<b>October 2024</b>

## **Vision and Values**

Our core values are built around providing a secure, collaborative and purposeful learning culture, where all pupils and staff are valued, cared for, listened to and challenged to be the best they can be. We are equally ambitious for all pupils and staff irrespective of age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Inclusion is central to our ethos and practices.

We are proud of the rich diversity of our school community and it is this diversity which is at the heart of our policy.

Leadership and commitment at all levels of the organisation are central to the success of the policy statement. In everything we do, we will consider how we can ensure that we do not consciously or unconsciously discriminate against or disadvantage individuals or groups, and we will seek opportunities to promote equality and diversity wherever we can. Equality must be modelled in everything we are doing as a funding council, policy maker and employer.

We want to develop a more demonstrably fair and supportive environment for our staff. We promote diversity and equality in employment at Gorse Hill Primary School. We aim to have a diverse and well-motivated workforce where all colleagues are treated fairly and with respect.

## **Our Commitment**

This school is committed to challenging inequality, discrimination and disadvantage both in service delivery and employment practice. The school recognizes the value of diversity in employment and is committed to working practices which aim to ensure it has a workforce which reflects the local community.

The school will meet its statutory obligations in regard to age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation and will also strive to create an environment which is representative of and responsive to people from the whole community.

Our vision is to ensure that everyone has the same opportunity to succeed.

## **Fundamental Principles**

All School employees and Governors have a responsibility to embrace and support our vision by challenging behaviour and attitudes which may counter it.

The School will use fair, objective and innovative employment practices which will aim to ensure:

- All employees and potential employees are treated fairly and with respect and that all employment related decisions, such as those relating to recruitment and selection, career progression and personal development are based on specific job related, objective criteria only.
- All employees are free from any kind of discriminatory behaviour which directly or indirectly marginalizes any particular group/s or individual/s.
- All employees have an equal chance to contribute to the work of the School and to achieve their potential, irrespective of individual characteristics and personal circumstances.
- It makes the best possible use of the skills, talents and abilities of all its employees.
- It measures its achievements in promoting equality and diversity against planned performance measures.
- Any concerns/issues individuals may raise which are related to equality and diversity are addressed promptly and thoroughly.

This statement underpins the School's range of policies which are in place to achieve the fair treatment of employees and the principle of creating an environment which eliminates discrimination.