



EQUAL OPPORTUNITIES POLICY

Version 3 – 16 November 2015

Updated to include gender reassignment

Approved by the Executive/SLT on: September 2009

Staff Consultative Group advised on: October 2009

Board of Governors notified on: January 2010

Review date: November 2016

1. INTRODUCTION

- 1.1 The aim of this policy is to communicate the commitment of the board of governors and senior leadership team to the promotion of equality of opportunity for all staff and students at Macmillan Academy.
- 1.2 It is the policy of the academy to provide equality of opportunity to all, irrespective of:
- Gender
 - Gender re-assignment
 - Marital or civil partnership status
 - Pregnancy and maternity
 - Religious belief or political opinion
 - Race (including colour, nationality, ethnic or national origins)
 - Disability
 - Sexual orientation
 - Age
- 1.3 The academy is opposed to all forms of unlawful and unfair discrimination. All job applicants, staff and others who work for the academy will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.
- 1.4 The academy recognises that the provision of equal opportunities in the workplace is not only good management practice; it also makes sound business sense. Our equal opportunities policy will help all academy staff to develop their full potential and the talents and resources of the staff will be utilised fully to further develop and outstanding school.

2. EQUALITY COMMITMENTS

- 2.1 The academy is committed to:
- Promoting equality of opportunity for all staff and students
 - Promoting a good and harmonious environment in which all staff and students are treated with respect and encouraged to develop their full potential
 - Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment, bullying and victimisation
 - Fulfilling all our legal obligations under the equality legislation and associated codes of practice
 - Taking lawful affirmative or positive action, where appropriate
 - Regarding all breaches of equal opportunities policy by staff as misconduct which could lead to disciplinary proceedings

3. IMPLEMENTATION

- 3.1 All staff and students of the academy shall abide by the policy and help create the equality environment which is its objective.
- 3.2 In order to implement this policy we shall:

- Communicate the policy to staff, students, parents, job applicants and relevant others (such as contract or agency workers)
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into job descriptions of all staff
- Provide equality training and guidance as appropriate, including training on induction.
- Ensure that those who are involved in assessing candidates for recruitment or promotion are trained in non-discriminatory selection techniques.

5. MONITORING AND REVIEW

- 5.1 The academy will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of our equal opportunities policy will be reviewed regularly (at least annually) and action taken as necessary. For example, where monitoring identifies an under-representation of a particular group or groups, we shall develop an action plan to address the imbalance.

6. COMPLAINTS

- 6.1 Staff who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the academy Harassment or Grievance procedures.
- 6.2 All complaints of discrimination from staff and students will be dealt with seriously, promptly and confidentially.
- 6.3 The academy will ensure that staff who make complaints are not victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.