



Saint Pierre School,
16 Leigh Road, Leigh-on-Sea, Essex SS9 1LE

Equal Opportunities Policy

Policy Owner (Position)	Last Updated By (Name)	Date of Last Review	Date Next Review Due
Headmaster	Peter Lane	20 Dec 24	20 Dec 26
Read in Conjunction with: Equality & Diversity Policy			

Saint Pierre School – Equal Opportunities Policy

Principles

The school is fully committed to the active promotion of equal opportunity in the provision of all its goods and services to customers and others. The following principles will be a condition of all aspects of our work:

1. No person or group of persons applying for employment will be treated less favourably than any other person or group of persons because of their race, colour, nationality, sex, religion, disability or marital status.
2. Employees will not advise, assist, encourage or commit any act which amounts to a breach of discrimination law.
3. The school will endeavour to provide fair employment opportunities. The aim of the policy will be to overcome the practical difficulties that disabled people and minority groups encounter in seeking employment.

Employment Policy

To this end the school will:

1. Recognise its legal obligations under the Race Relations Act 1976, Sex Discrimination Act 1975, Equal Pay Act 1970, Disability Discrimination Act 1995 and Gender Reassignment Act 1999.
2. Review periodically its selection criteria and procedures to maintain a system where individuals are selected, promoted and treated solely on the basis of their merits and abilities which are appropriate to the job.
3. Seek to give all employees equal opportunity and encouragement to progress within the school.
4. Distribute and publicise this policy statement throughout the school and elsewhere as is from time to time appropriate.
5. Provide facilities for any employee, who believes that inequitable treatment has been applied to him or her within the scope of this policy, to raise the matter through the appropriate grievance procedure.
6. Provide all employees with training which may improve their prospects within the school and which will enhance their understanding of the need for an equal opportunities programme.

Responsibilities

1. The overall responsibility for monitoring the effectiveness of this policy and for implementing an ongoing programme of action to make the policy fully operative, is vested in the Headmaster, and the Proprietor.

2. It is the responsibility of all employees to accept their own personal involvement in the practical application of this policy.

The Senior Leadership Team of the school has drawn up a grievance procedure for all staff. These procedures must be communicated to everyone. The following is an example of our grievance procedure:

Grievance Procedure

1. Any grievance arising during the course of your employment concerning your rights under this policy should be raised first with your manager.

2. If you fail to get a satisfactory solution within 2 working days, you may either orally or in writing, contact The Head of the school who, after consultation, will give a decision within 5 working days. This decision is final.

3. This procedure applies to both individual and collective grievances.

Recruitment and Selection (including promotions and transfers) Policy

See separate Safer Recruitment Policy

Selection criteria (job description and person specification) will be kept under constant review to ensure that they are justifiable on non-discriminatory grounds as being essential for the effective performance of the job. Wherever possible, more than one person will be involved in the selection interview and recruitment process, origin and disability.

Equal Opportunities for Children

It is Saint Pierre School's policy that all children irrespective of race, gender, language, culture, ability (including disability) or background have equal and every opportunity, limited only by practical considerations, to benefit from all that the school offers.