

**Equal Opportunities Policy**

**The Valiant School**

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| **Approved by:**  The Management Committee | |  |  |
| **Last reviewed on:** | July 2023 | | |
| **Next review due by:** | July 2024 | | |

**Statement of Policy**

The aim of this policy is to communicate the commitment of the Proprietors, management committee and senior management team to the promotion of equality of opportunity at The Valiant School.

It is our policy to provide employment and admission equality to all, irrespective of:

* Gender, including gender reassignment
* Marital or civil partnership status
* Having or not having dependants
* Religious beliefs
* Political opinions
* Race (including colour, nationality, ethnic or national origins, traveller origins)
* Disability
* Sexual orientation
* Age

We are opposed to all forms of unlawful and unfair discrimination. All job applicants, employees, volunteers and pupils 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.

We recognise 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 pupils at The Valiant School and all those who work for us to develop their full potential and their talents and resources will be utilised fully to maximise the efficiency of the organisation.

**Scope**

The equal opportunities policy applies to all pupils of The Valiant School and everyone who works with us.

**Equality Commitments**

We are committed to:

* Promoting equality of opportunity for all persons
* Promoting a good and harmonious working environment in which all persons are treated with respect
* Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
* Fulfilling all our legal obligations under the equality legislation and associated codes of practice
* Complying with our own equal opportunities policy and associated policies
* Taking lawful affirmative or positive action, where appropriate
* Regarding all breaches of equal opportunities policy as misconduct which could lead to disciplinary proceedings.

This policy is fully supported by senior management and has been agreed with the Proprietors of The Valiant School and the Management Committee.

**Implementation**

The Proprietors have specific responsibility for the effective implementation of this policy. Each Proprietor and the Headteacher also has responsibilities, and we expect all our employees and pupils to abide by the policy and help create the equality environment which is its objective.

In order to implement this policy we shall:

* Communicate the policy to employees, job applicants and pupils
* Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into job descriptions and work objectives of all staff
* Provide equality training and guidance as appropriate, including training or induction and management courses
* Ensure that those who are involved in assessing candidates for recruitment or promotion will be trained in non-discriminatory selection techniques
* Incorporate equal opportunities notices into general communications practices
* Obtain commitments from other persons or organisations that they too will comply with the policy in their dealings with our organisation, workforce and our pupils
* Ensure that adequate resources are made available to fulfil the objectives of the policy

**Monitoring and Review**

We 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 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.