

## **Equal Opportunities**

### **Policy Statement**

At Connaught House School, we recognise our responsibility to ensure positive attitudes to diversity and difference – not only so that every child is included and not disadvantaged, but also so that they learn from the earliest age to value diversity in others and grow up making a positive contribution to society.

We will do all it can to ensure that all members of the school community are treated both fairly and equally. We will ensure that no-one is unlawfully discriminated against whilst in the school on account of their age, disability, sex, sexual orientation, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, class or other such unjustifiable cause

### **Employment**

Selection criteria and procedures for staff will be designed and reviewed to ensure staff are recruited and selected on the basis of their merits, abilities and potential for the particular educational provision of the School. The School will work to ensure equality of opportunity and treatment in the recruitment, selection, training, development and promotion of staff at all levels.

### **Failure to adhere to the policy**

The School will do its utmost to protect pupils, staff and visitors from discriminatory behaviour by any individual or groups within the institution. Allegations of discriminatory behaviour on the part of pupils or staff will be dealt with under the relevant policy: Behaviour Policy for pupils or the Staff Grievance or Staff Disciplinary procedures for staff.

### **Policy review**

The School is committed to the continuing development and review of its policies and practices to ensure equality of opportunity and treatment of those who are, or seek to be, its pupils, employees or visitors. The School will also, where suitable, initiate new policies and practices. In meeting these commitments the School will take due account of any duties or obligations imposed by law.

### **Awareness**

The School will encourage greater awareness of its aims, policies and procedures in the field of equal opportunities and provide appropriate information and training as required.