

SINGLE EQUALITY POLICY



Date: MAY 2023
Next review: MAY 2024
Co-ordinator: Steve Albon

STATEMENT

Many people in our society are discriminated against and treated as if they are worth less than others because of their race, religion or language; because of their gender or sexuality; because of their class or because of a disability. This will not happen within our company. People are individuals and, therefore, different. They have different needs and different contributions. Equal opportunities are not about treating everybody the same. It is about meeting people's individual needs and appreciating their individual strengths and gifts. We are all different and should all be equally valued.

AIMS

We aim to ensure that everyone at the company, (staff, supporters, players, parents, carers, contractors and visitors) is afforded the basic rights of freedom and access to opportunity, including freedom from all forms of harassment or bullying. We also aim to adhere to the 'Equality Act 2010' alongside company policy. No one person has the right to deny another person his or her opportunity. We aim to challenge in a positive way any form of prejudice, racism or sexism, whether overt or covert, which contradicts the Single Equality Scheme (including disability, gender and racial equality policies and codes of conduct). This means adopting a consistent and unambiguous stand, from which we strive to overcome prejudice and ensure equality of opportunity for all, thus protecting the rights and liberties of every individual. We aim to create and retain a workforce that is valued for its diverse contributions and represents different perspectives, ethnic backgrounds, experience and skills. To achieve this, the school will maintain strong community/parental links and governors will give support to the company and all its stakeholders, to ensure an effective delivery of services.

GUIDELINES

Any provision related to equal opportunities and racial equality must set out clearly its aims and objectives:

- human dignity (develop a sense of worth of self and others, irrespective of social, cultural, ethnic, linguistic or faith background).
- justice and fairness (value genuinely democratic processes and principles and are willing to take action on this).
- commitment to equality (recognise the principle of equality as the underpinning of relationships between individuals, groups and societies).
- appreciation of diversity (develop an open-minded approach to other cultures and social groups and are willing to learn from them).

RECRUITMENT AND SELECTION

The recruitment and selection process are crucially important to any equal opportunities policy. We will endeavour through appropriate training to ensure that employees making selection and recruitment decision will not discriminate, whether consciously or unconsciously, in making these decisions. Promotion and advancement will be made on merit and all decisions relating to this will be made within the overall framework and principles of this policy.

Job descriptions where used, will be revised to ensure that they are in line with our equal opportunities policy. Job requirements will be reflected accurately in any personnel specifications. We will adopt a consistent, non-discriminatory approach to the advertising of vacancies. We will not confine our recruitment to areas or media sources which provide only, or mainly, applicants of a particular group.

All applicants who apply for jobs with us receive fair treatment and will be considered solely on their ability to do the job. All employees involved in the recruitment process will periodically review their selection criteria to ensure that they are related to the job requirements and do not unlawfully discriminate. Short listing and interviewing will be carried out by more than one person where possible. Interview questions will be related to the requirements of the job and will not be of a discriminatory nature. We will not disqualify any applicant because he/she is unable to complete an application for unassisted unless personal completion of the form is a valid test of the standard of English required for the safe and effective performance of the job. Selection decisions will not be influenced by any perceived prejudices of other staff.

TRAINING AND PROMOTION

Senior staff will receive training in the application of this policy to ensure that they are aware of its contents and provisions. All promotion will be in line with this policy.

MONITORING

We will maintain and review the employment records of all employees in order to monitor the progress of this policy. Monitoring may involve: -

- a) the collection and classification of information regarding the race in terms of ethnic, national origin and gender of all applicants and current employees
- b) the examination by ethnic/national origin and gender of the distribution of employees and the success rate of the applicants; and
- c) recording recruitment, training and promotional records of all employees, the decisions reached and the reason for those decisions. The results of any monitoring procedure will be reviewed at regular intervals to assess the effectiveness of the implementation of this policy. Consideration will be given, if necessary, to adjusting this policy to afford greater equality of opportunities to all applicants and staff.