



Carshalton Boys Sports College

Policy	Equal Opportunities Policy
Policy Number:	S02
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Approved by the Governing Body Committee:	
Next Review Date:	

CBSC is committed to an effective Equal Opportunities Policy. The Policy covers both employment practices within the Council and provision of services to the pupils.

CBSC recognises that discrimination occurs in society against black and ethnic minority groups, women, people with a disability, lesbians, gay men, and bisexuals, and on the basis of age, religious belief and social class.

At CBSC each and every individual is valued and respected. The curriculum, practices, procedures and customs of CBSC aim to combat disadvantage and promote equality of opportunity for all. Equality of opportunity is not about treating everyone the same; it is about respecting and treating each according to their individual needs.

All members of the CBSC community, including visitors, are encouraged to demonstrate behaviours and foster attitudes and relationships that promote understanding and tolerance of others. These values, together with their acceptance by the whole school community, underpin every facet of school life and are fundamental to the creation of a positive, happy and supportive ethos. The school will challenge and tackle prejudice, harassment and intolerance and ensure that all aspects of its curriculum, practices, procedures and customs support equality of opportunity.

While CBSC recognises that the values and principles set out above also extend to its duties as an employer and as a body carrying out public functions and service provision, these responsibilities are covered elsewhere.

CBSC recognises its responsibilities under the Equality Act 2010 and the following sets out the school's commitment to equality with respect to parents, carers and students.

PURPOSE OF THE POLICY

The aim of the policy is to ensure:

- fair recruitment and selection
- equal access to training opportunities
- equitable terms and conditions of employment
- appropriate provision of services for different sections of the community
- fair treatment for users of CBSC services
- Equal access to pupil admissions procedure
- Positive action to overcome disadvantages

FOR PARENTS AND CARERS

Parents and carers are entitled to expect that they and their children will be welcomed into a school in which there is no place for prejudice or intolerance.

Parents and carers should read the school behaviour policy that gives information on the standards of behaviour expected by the school; this is summarised in the prospectus. Parents and carers have a responsibility to let the school know of any behaviour, concern or incidents that transgress these behavioural expectations.

While parents and carers are entitled to expect the school to respond and take appropriate action in response to any concerns raised, it is equally important that parents and carers take responsibility for ensuring that their own behaviours and those of their children support and uphold the policies and values of the school.

TREATMENT OF PUPILS

CBSC protects pupils from discrimination and harassment based on 'protected characteristics'.

The protected characteristics under the schools provisions are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

ADMISSIONS

The Act says that it is unlawful for the responsible body of a school to discriminate against or victimise a person:

- a. in the arrangements it makes for deciding who is offered admission as a pupil,
- b. as to the terms on which it offers to admit the person as a pupil, or by not admitting the person as a pupil.

POSITIVE ACTION

The positive action provisions of the Act permit CBSC to take proportionate steps to help particular groups of pupils to overcome disadvantages that are linked to a protected characteristic. Where this results in more favourable treatment of pupils with a particular protected characteristic, this is lawful provided that the requirements of the positive action provisions are met

FOR EMPLOYEES AND STAKEHOLDERS

EMPLOYMENT

CBSC believes it must recruit the best person for the job and that discrimination prevents this from happening.

Because of past and existing discrimination, some people have missed out on chances to obtain qualifications or gain experience. This, in turn, can lead to restricted job and training opportunities, and further disadvantage groups already affected by discrimination. This means that some people are not able to compete for jobs on equal terms.

Likewise, organisations may have inadvertently developed systems and styles of working which can prevent some people from achieving their full potential.

CBSC'S Equal Opportunities Policy is there to assist in the elimination of discrimination and ensure fair treatment for all employees by:

- advertising all jobs in appropriate ways to ensure the widest possible response from all sections of the community
- examining recruitment procedures regularly to ensure people are selected on their abilities and merits
- offering fair terms and conditions of employment to employees
- ensuring facilities and practices are supportive of employees with family responsibilities
- providing equipment and facilities to enable people with a disability to obtain a job or continue working with CBSC
- ensuring all employees are valued and respected, and are not harassed in the workplace

TRAINING

Training will play an important role in assisting employees to implement CBSC's Equal Opportunities Policy and in developing employees' skills and potential.

The purpose of training is to:

- inform employees of the purpose of the Equal Opportunities Policy
- provide employees, especially supervisors and managers, with the skills and knowledge necessary to implement the policy
- develop the full potential of employees, particularly those previously disadvantaged by discrimination
- encourage and enhance the skills of employees, particularly those from groups who have traditionally been under-represented in the work force

CBSC SERVICES

CBSC has a responsibility to provide services for all sections of the community.

It is important for services to respond to users' different lifestyles and take account of varying needs, including those relating to people with a disability, and women.

CBSC is a multi-racial community whose services need to be sensitive to diverse cultural and religious requirements.

CBSC will ensure that its services are:

- publicised and promoted throughout in appropriate languages
- available and allocated without bias to all sections of the community

- appropriate to the different cultural and religious needs of the community
- arranged so that users are treated fairly and not subject to harassment from employees or other users
- provided in consultation with the local community groups

MONITORING

Equal monitoring will be carried out to measure the effectiveness of CBSC's Equal Opportunities Policy, to check the policy is working and act as a basis for future plans.

This is to be done by:

- monitoring recruitment and selection procedures to ensure discrimination is not occurring
- checking the representation of black and ethnic minority groups, women and people with a disability at all levels within CBSC
- analysing the provision of CBSC services to ensure the needs of all sections of the community are recognised
- reviewing the public use and allocation of CBSC services to ensure all sections of the community have access to services and that they are distributed fairly

DISCIPLINARY AND GRIEVANCE PROCEDURES

It is important that the Equal Opportunities Policy works in practice and is fully implemented. Where the policy is found not to be working and results in unfair treatment of employees or the public, then a complaint of unfair discrimination should be made to the department concerned. All complaints of unfair discrimination, including harassment, will be investigated fully.

RESPONSIBILITIES OF CBSC AND ITS EMPLOYEES

CBSC accepts its responsibilities for Equal Opportunities. Individual employees also have a responsibility and role in ensuring that the policy is carried out.

It is important that all employees understand and familiarise themselves with the Equal Opportunities Policy and guidelines issued as part of this policy.

Copies of the full policy document are available from Central Personnel and Departmental Personnel/Staffing Section.