

NORTH CESTRIAN GRAMMAR SCHOOL

EQUAL OPPORTUNITIES POLICY

This policy, which takes account of the Equality Act 2010, is intended to be operated within the context of North Cestrian Grammar School, a co-educational independent school, in support of the School's aims and objectives and without detriment to the effective management of the School by the Headmaster and Board of Governors.

North Cestrian Grammar School wholeheartedly supports the principle of equal opportunities and the aim of our policy is to ensure that no employees, pupils or applicants receive less favourable treatment on the grounds of their sex, marital status, race, nationality, ethnic or national origin, religion, age, disability or sexual orientation or is disadvantaged by conditions or requirements which cannot be shown to be justified and to ensure all employees and pupils are given an equal opportunity to progress within the School. This extends to issues concerning pregnancy or gender reorientation.

To this end, North Cestrian Grammar School:

- a) recognises its legal obligation to pursue not only the letter of the law, but also the spirit of the law in relation to sex, disability, age, politics, race, religion or marital status and acknowledges that this relates also to pregnancy and gender reorientation.
- b) will ensure that individuals are selected, promoted and treated on the basis of their relative merits and abilities and will review the criteria from time to time;
- c) will provide guidance for all members of staff to perform their jobs effectively within the spirit of this policy;
- d) will encourage any employee who considers that unfair treatment has been applied within the scope of this policy to raise the matter through the grievance procedure;
- e) will initiate disciplinary action if any employee is found to be acting unlawfully within the scope of this policy;
- f) will review this policy on a regular basis.

The Board of Governors fully support the aims and objectives of this policy and will support those with the responsibility for its implementation.