

Central Learning Partnership Trust

EQUAL OPPORTUNITIES POLICY STATEMENT



2016

If you need further information please contact Mrs K Newey 01902 553901

Central Learning Partnership Trust (CLPT) and Equal Opportunities

We are proud of the diverse population of our school communities and the strengths this brings to us.

We want to be fair to people who are part of our school communities. We intend to be fair to those people who work for us or would like to work for us. Treating people fairly does not always mean treating them the same.

We will take positive action to help us support under-represented groups to achieve fair access to jobs and our services in schools. We will be mindful of our legal responsibilities here.

Who is covered by the Statement?

People are protected by this statement on the grounds of: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

This list of protected groups is taken from the Equality Act 2010.

What does this mean in terms of our schools?

Our school communities have diverse populations. This means that to be fair we must deliver education in a way that is fair and respects this diversity. This does not mean that what we provide will be exactly the same for everyone. The needs of individual students will always be considered.

To achieve this we will periodically look at how we support our children and young people, parents and the wider school communities, in a way that advances equal opportunities. We will also review how we operate to ensure that this does not impact negatively on people or groups protected by law.

We will also take action wherever we find harassment, victimisation and discrimination or disadvantage so that we can provide equal access to jobs and opportunities. We will ensure that recruitment panels receive appropriate training in equal opportunities.

We want to make sure that our schools contribute to the communities where people work and generally get on well together. We will continue to promote tolerance and respect between diverse groups in our schools to foster good relations.

We know that a school workforce that reflects the diverse population of its communities will have the best chance of understanding and providing what children, students and families need.

This statement will only be worthwhile if it is understood. We will continue to train our employees and inform others that the statement is at the heart of what we do.

We will continue to work closely with local communities on improving our provision for children and young people.