

EQUAL OPPORTUNITIES POLICY

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Approved by:	Board of Directors
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1. Introduction

Elite Pathways aims to provide a wide diversity of opportunities for all learners regardless of their interests, gender, pregnancy or maternity, disability, race, religion or belief, cultural background, linguistic background, special educational need, sexual orientation, gender reassignment or academic or sporting ability.

2. Scope

This policy applies to all learners studying with Elite Pathways.

The purpose of this policy is to make explicit the expectation of Elite Pathways for all students and parents in managing learner absence.

Breaches of this policy will be managed through the Elite Pathways Disciplinary policy and procedure.

This policy underpins Elite Pathway's core values and will be used objectively and free from discrimination in accordance with the Elite Pathways Equality and Diversity policy.

3. Equal opportunities statement

Elite Pathways believe that every person has the same rights and is entitled to the same opportunities, regardless of gender, pregnancy or maternity, disability, race, religion or belief, cultural background, linguistic background, special educational need, sexual orientation, gender reassignment or academic or sporting ability.

Elite Pathways does not discriminate on the grounds of gender, disability, age, sexual orientation, marital status or racial, ethnic or national origin.

We expect everyone involved throughout the organisation to:

1. Respect and promote equal opportunities for all people
2. Encourage harmony and understanding in society
3. Recognise and oppose all forms of prejudice and discrimination
4. Remove both outward and hidden discrimination
5. Enable differences to become positive and enriching attributes
6. Develop each person's skills to the highest possible level
7. Promote an environment where all can share equally in the opportunities offered
8. Help pupils to learn acceptance and tolerance
9. Enable pupils to communicate confidently without fear or prejudice

This statement is supported by a detailed policy with regard to employment and by statements to parents and pupils (in their respective handbooks), which direct pupil behaviour and encourages, we hope, the right attitude amongst the whole school community

Elite Pathways is committed to providing equal opportunities in employment and to avoiding unlawful discrimination in employment and against its customers be they parents, visitors, suppliers, contractors or members of the public.

This policy is intended to assist Elite Pathways to put this commitment into practice. Compliance with this policy should also ensure that employees do not commit unlawful acts discrimination. Striving to ensure that the work environment is free of harassment and bullying and that everyone is treated with dignity and respect is an important aspect of ensuring equal opportunities in employment.

4. The law

It is unlawful to discriminate directly or indirectly in recruitment or employment because of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as "protected characteristics".

5. Equal opportunities in employment

Elite Pathways will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy.

Job descriptions and person specifications will be limited to those requirements that are necessary for the effective performance of the job. Candidates for employment or promotion will be assessed objectively against the requirements for the job, taking account of any reasonable adjustments that may be required for candidates with a disability. Disability and personal or home commitments will not form the basis of employment decisions except where necessary.

Elite Pathways will consider any possible indirectly discriminatory effect of its standard working practices, including the number of hours to be worked, the times at which these are to be worked and the place at which work is to be done, when considering requests for variations to these standard working practices and will refuse such requests only if the organisation considers it has good reasons, unrelated to any protected characteristic, for doing so. Elite Pathways will comply with its obligations in relation to statutory requests for contract variations. Elite Pathways will also make reasonable adjustments to its standard working practices to overcome barriers caused by disability.

6. Staff Responsibilities

Every employee is required to assist the Elite Pathways to meet its commitment to provide equal opportunities in employment and avoid unlawful discrimination. Employees can be held personally liable as well as, or instead of, Elite Pathways for any act of unlawful discrimination. Employees who commit serious acts of harassment may be guilty of a criminal offence.

Acts of discrimination, harassment, bullying or victimisation against employees or customers are disciplinary offences and will be dealt with under Elite Pathway's disciplinary procedure. Discrimination, harassment, bullying or victimisation may constitute gross misconduct and could lead to dismissal without notice.

7. Grievances

If you consider that you may have been unlawfully discriminated against, you may use the Elite Pathways complaints policy to make a complaint. Elite Pathways will take any complaint seriously

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and will seek to resolve any grievance that it upholds. You will not be penalised for raising a grievance, even if your grievance is not upheld, unless your complaint is both untrue and made in bad faith.