



ELLOWES HALL SPORTS COLLEGE

EQUAL OPPORTUNITIES POLICY EMPLOYMENT SUMMARY

Ellowes Hall Sports College has an Equal Opportunities Policy which aims to ensure that no job applicant or employee receives less favourable treatment on any grounds which cannot be shown to be justified.

These include race, colour, nationality, ethnic or national origin, religious beliefs, gender, marital status, responsibility for children or other dependents, disability, sexual orientation, trans-sexuality, age, trade union or political activities, social class, where a person lives or spent convictions.

This applies to recruitment and selection, training, promotion, transfers, pay and employee grievances and discipline and all terms and conditions of employment.

Ellowes Hall Sports College will:

- ensure that its employment policies and procedures do not discriminate intentionally or unintentionally
- recognise and values the diversity of the Borough's communities and of our workforce
- recognise the religious and cultural needs of its employees
- aim to make the profile of its workforce at all levels as representative of the Borough's population as possible
- aim to provide services that are appropriate and accessible to all members of the community
- follow the Commission for Racial Equality, the Equal Opportunities Commission and the Disability Discrimination Act 1995 codes of practice on employment.

Any employee who feels that they may have a complaint under this policy should raise the matter through Ellowes Hall Sports College Grievance Procedure. Job applicants who feel that they may have grounds for complaint should write to the Mr A S Griffiths, Headteacher, Ellowes Hall Sports College.

(This is an extract from the full Equal Opportunities Policy)