

HARESTOCK PRIMARY SCHOOL

SCHOOL POLICY

EQUAL OPPORTUNITIES

Date: Autumn term 2016

Review Date: Autumn term 2019

The governing body of Harestock school is committed to equality of opportunity for all, both in the appointment, development, training and promotion of staff, and in all dealings with pupils and parents of the school.

The governing body and managers of the school will operate at all times within the requirements of anti-discrimination legislation and will promote positively equality of opportunity in its staffing decisions.

All decisions including advertising of vacancies, short-listing, selection, induction, appraisal, training, development, promotion and pay will be based on an objective and fair assessment of need.

The only personal characteristics to be taken into account will be those which are necessary for the requirements and proper performance of the work involved. There will be no generalised concepts or assumptions about the characteristics of particular groups.

All staff will have a right, through the agreed procedures, to challenge any decision or action which they believe to be in breach of these principles. Any member of staff who knowingly contravenes the policy may face disciplinary action.

As a Governing Body and School we will support and work in accordance with the policies of Hampshire County Council.