



EQUAL OPPORTUNITIES AT BEAUCHAMPS HIGH SCHOOL

The Governing Body intends no discrimination whether against or in favour of any employee or applicant for employment, except in circumstances where compulsory redundancy would otherwise be caused.

Nevertheless, the Governing Body is aware of the difficulties faced by minority racial groups, women and people with disabilities in finding suitable employment and in securing promotion, which are increased at a time of high unemployment and a restricted job market.

The Governing Body recognises its obligations to all such members of the community equally with its obligations to others and its policy is, therefore:

- that members of minority racial groups, people of any gender identity and people with disabilities should be given equal consideration when applying for employment, having regard to the individual aptitudes and abilities of all candidates in relation to the requirements of a job;
- that those groups should be given equal consideration for training, career development and promotion.
- to consider the practicability where necessary of adapting premises and equipment and providing special aids in the case of people with disabilities

The Governing Body reminds all members of its staff that each individual employee has obligations not to discriminate against minority groups, people of any gender identity or people with disabilities. All employees are required to comply with the Equal Opportunities Policy and to co-operate in measures introduced by the Governing Body to implement it. Failure to do so may result in disciplinary action.

Any employee having a complaint as to discrimination or victimisation relative to the Governing Body's Equal Opportunities Policy or the legislation to which it relates should raise the matter with the Headteacher and, if the complaint is not then or subsequently resolved, it may be referred for determination by a Working Group of the Governing Body.